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EUROPEAN SOCIAL CHARTER

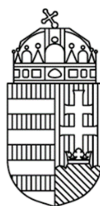
6th National Report
on the implementation
of the European Social Charter
submitted by

THE GOVERNMENT OF HUNGARY

- Articles 1, 9, 10, 15 and 20 for the period 01/01/2011 – 31/12/2014
- Complementary information on Article 2§3 (Conclusions 2014)

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10 February 2016

CYCLE 2016



National Report

Twelfth Report

**on the implementation of the commitments undertaken in the Revised
European Social Charter**

**Submitted by:
the Government of Hungary**

for the period from 1 January 2011 to 31 December 2014

Budapest, 2015

Pursuant to Article C of Part IV of the Revised European Social Charter, the implementation of the commitments undertaken in the Charter shall be submitted to the same supervision as the European Social Charter. Under the reporting procedure set out in Article 21 of Part IV of the European Social Charter, the reporting obligation extends to the accepted Articles of the Revised European Social Charter. On the basis of Resolution adopted on 2 April 2014 of the Committee of Ministers of the Council of Europe, the National Report of the year 2015 covers the topics of "Employment, Training and Equal Opportunities".

This Report covers the implementation of the following Articles of the Revised European Social Charter, ratified and approved by Hungary, with regard to the period indicated in the Table:

Provision	Period covered by the report
Article 1 (1)	1 January 2011 - 31 December 2014
Article 1(2)	1 January 2011 - 31 December 2014
Article 1 (3)	1 January 2011 - 31 December 2014
Article 1 (4)	1 January 2011 - 31 December 2014
Article 9	1 January 2011 - 31 December 2014
Article 10 (1)	1 January 2011 - 31 December 2014
Article 10 (2)	1 January 2011 - 31 December 2014
Article 10 (3)	1 January 2011 - 31 December 2014
Article 10 (4)	1 January 2011 - 31 December 2014
Article 10 (5)	1 January 2011 - 31 December 2014
Article 15 (1)	1 January 2011 - 31 December 2014
Article 15 (2)	1 January 2011 - 31 December 2014
Article 15 (3)	1 January 2011 - 31 December 2014
Article 20	1 January 2011 - 31 December 2014
Article 2 (3)	current legal situation

The Government of Hungary reported on the implementation of the Articles referred to above for the period from 1st January 2007 to 31st December 2010 in the 8th National Report.

This National Report was prepared on the basis of a questionnaire approved by the Committee of Ministers of the Council of Europe on 26 March 2008 and a decision approved on 2 April 2014, referred to above. The report contains the Government's responses to the specific questions and remarks of the European Committee of Social Rights (hereinafter referred to as: ECSR) in its conclusions for the report on the provisions related to the topic of "Employment, Training and Equal Opportunities" prepared in 2012 (published in 2013) and in its Conclusions relating to Article 2 Paragraph (3) and the topic of "The right to work", drafted in 2014 (and published in 2015).

Considering that, pursuant to Article 23 of the Charter, national organisations as are members of international organisations of employers and employees may comment on this National Report, the report was sent to the relevant parties of the National Economic and Social Council (NESC).

LIST OF REFERENCED LEGISLATION

- Fundamental Law of Hungary
- Act IV of 1959 on the Civil Code (old Civil Code)
- Act IV of 1991 on Promoting Employment and Providing for the Unemployed (Employment Act)
- Act XXII of 1992 on the Labour Code (old Labour Code)
- Act XXIII of 1992 on the Legal Status of Public Servants (Public Servants Act)
- Act XXXIII of 1992 on the Legal Status of Public Employees (Public Employees' Act)
- Act III of 1993 on Social Administration and Social Services (Social Administration Act)
- Act XLIII of 1996 on the Service Status of Professional Members of the Armed Services (Armed Services Status Act)
- Act LXXIV of 1997 on Employment with a Casual Work Certificate and on the Simplified Procedures for the Payment of Associated Public Dues
- Act LXXVIII of 1997 on the Shaping and Protection of the Built Environment
- Act LXXX of 1997 on the Eligibility for Social Security Benefits and Private Pensions and the Funding for These Services (Social Security Benefits Act)
- Act LXXXI of 1997 on Social Security Pensions (Pensions Act)
- Act LXXXIII of 1997 on Mandatory Health Insurance (Health Insurance Act)
- Act XXVI of 1998 on the Rights and Equal Opportunities of Persons with Disabilities (Disability Act)
- Act XCII of 2003 on the Rules of Taxation (Taxation Act)
- Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (Equal Treatment Act)
- Act I of 2004 on Sport
- Act CXXIII of 2004 Promoting the Employment of Career Starters, Unemployment over the Age of Fifty and Person Seeking a Job after Caring for Children or Family Members, and the Employment of Persons Receiving Scholarship
- Act CXL of 2004 on the General Rules of Administrative Proceedings and Service
- Act XCVIII of 2006 on the General Rules of Safe and Economic Supply of Drugs and Medical Aids, as well as of Drug Distribution
- Act XCII of 2007 on the Promulgation of the Convention on the Rights of Persons with Disabilities and the Optional Protocol
- Act CLII of 2009 on Simplified Employment (Simplified Employment Act)
- Act XLIII of 2010 on the Central Administration Agencies and the Legal Status of the Members of Government and Ministers of State
- Act LXXV of 2010 on Simplified Employment (Simplified Employment Act)
- Act XC of 2010 on the Creation and Amendment of Certain Acts pertaining to Economic and Financial Affairs
- Act CLXXXV of 2010 on Media Services and Mass Communication (Media Act)
- Act CVI of 2011 on Public Employment and on the amendment of other Acts relating to public employment (Public Employment Act)
- Act CXII of 2011 on the Right of Informational Self-Determination and on Freedom of Information
- CXIII of 2011 on Home Defence and the Hungarian Army, and on Measures that may be Introduced in a Special Legal Regime
- Act CLV of 2011 on Vocational Training Contribution and Support for the Development of Training

- Act CLXXXVII of 2011 on Vocational Training (Vocational Training Act)
- Act CXC of 2011 on National Public Education (National Public Education Act)
- Act CXCI of 2011 on the Benefits for Persons with Changed Working Capacity and the Amendments of Certain Acts (Changed Working Capacity Act)
- Act CXCIX of 2011 on Public Servants (Public Servants Act)
- Act CCIV of 2011 on Higher Education (Higher Education Act)
- Act I of 2012 on the Labour Code (new Labour Code)
- Act XXI of 2012 on the Amendment of Certain Acts relating to the Implementation of Expected Wage Increase and Employment
- Act XLI of 2012 on Personal Transportation Services
- Act C of 2012 on the Criminal Code (Criminal Code)
- Act CXLVI of 2012 on the Amendment of Certain Acts required for the Implementation of the Employment Protection Action Plan
- Act of CXLVII of 2012 on the Fixed-rate Tax of Small Enterprises
- Act CCV of 2012 on the Legal Status of Soldiers (Soldiers' Status Act)
- Act CCXVI of 2012 on the Amendment of Certain Acts on Employment in relation to the Magyar Simplification Programme and for Other Purposes
- Act V of 2013 on the Civil Code (new Civil Code)
- Act CLV of 2013 on Supported Decision Making
- Act XLII of 2015 on the Service Status of the Official Staff of Law Enforcement Agencies
- Act CXXVII of 2013 on Adult Training
- Law Decree No. 11 of 1979 on the implementation of penalties and measures
- Decree of the Council of Ministers No. 83/1987. (XII.27.) on disability annuity
- Government Decree No. 100/1997 (VI.13) on the issue of the examination regulations of the general exam of secondary education
- Government Decree No. 149/1997. (IX. 10.) on the guardianship authorities and on child protection and guardianship procedures
- Government Decree No. 217/1997. (XII. 1.) on the implementation of Act LXXXIII of 1997 on Mandatory Health Insurance
- Government Decree No. 253/1997 (XII.20.) on national settlement planning and building requirements
- Government Decree No. 118/2001 (VI.30.) on the registration, and the conditions for the continuation, of activities related to employee hiring and private employment agencies
- Government Decree No. 176/2005 (IX.2.) on subsidies that may be given to employers employing workers with changed working capacity
- Government Decree No. 70/2009 (IV.2.) on the support of part-time employment to provide a possibility for fresh graduate skilled jobseekers and to prevent layoffs
- Government Decree No. 271/2009 (XII.1.) on the detailed conditions of railway passenger transport performed on the basis of national licences
- Government Decree No. 102/2011 (VI. 29.) on the transport preferences of persons with severely reduced mobility
- Government Decree No. 327/2011 (XII. 29.) on the rules of procedure applicable to the services provided to individuals with reduced work capacity
- Government Decree No. 213/2012. (VII. 30.) on the detailed conditions of passenger transportation services by bus, not regulated in the 181/2011/EU Regulation, the applicable exemptions, the conditions of passenger services by bus and the rules pertaining to the business regulations on passenger transportation by road
- Government Decree No. 327/2012 (XI. 16.) on the accreditation of employers employing

workers with changed working capacity and the budget support available for the employment of workers with changed working capacity

- Government Decree No. 355/2012. (XII. 13.) on the amendment of certain government decrees on the simplification of the submission of specimen signatures and certificates of incorporation
- Government Decree No. 423/2012. (XII. 29.) on the higher education admission procedure
- Government Decree No. 315/2013 on the rules of technical examinations
- Government Decree No. 393/2013. (XI. 12.) on the detailed rules of licensing and the requirements of adult training, keeping records of institutions providing adult training services and the control of institutions providing adult training services
- Government Decree No. 555/2013. (XII. 31.) on the establishment of public administration Scholarship Programme for higher education students with disabilities
- Government Decree No. 120/2014. (IV.8.) on keeping the register of public libraries
- Decree of the Minister of Justice No. 6/1996. (VII.12.) on the rules of the implementation of imprisonment and pre-trial detention
- Decree of the Minister of Labour No. 6/1996 (VII. 16.) on subsidies promoting employment and subsidies that may be granted from the Labour Market Fund for crisis situations
- Decree of the Minister of Health No. 4/2000. (II. 25.) on family practitioner, family pediatric and dentist services
- Decree of the Minister of Economy No. 30/2000 (IX.15.) on labour market services and support available in relation to such services
- Decree of the Minister of Health No. 14/2007. (III. 14.) on the acceptance of therapeutic appliances and equipment for social security subsidy and on the subsidised order, distribution, repair and hiring thereof (Medical Devices' Subsidisation Decree)
- Decree of the Minister of Public Administration and Justice No. 3/2011 (II.11.) on the management and tasks of regional training centres performing the tasks of the territorial inclusion coordination centre and adult training
- Decree of the Minister of National Resources No. 7/2012 (II.14.) on the detailed rules of complex qualification
- Decree of the Minister of National Resources No. 8/2012 (II. 21.) on occupational rehabilitation experts
- Decree of the Minister of Human Capacities No. 20/2012. (VIII. 31.) on the operation of educational and training institutions and the names of public education institutions
- Decree of the Minister of National Economy No. 33/2012. (XII. 5.) on the detailed rules of application for, issue, use, replacement and withdrawal of the Rehabilitation Card and the enforcement of related preferences
- Decree of the Minister of Human Capacities No. 39/2013. (V. 31.) on the operation of the Library Supply Service System
- Decree of the Minister of National Economy No. 56/2013. (XII. 4.) on the administrative service fee payable for the licence for adult training activities, on the rules of the payment and utilisation of the fee and on the payment of any fine imposed during the control of adult training institutions
- Decree of the Minister of National Economy No. 59/2013. (XII. 13.) on the requirements and procedures of registering the professional programme requirements of adult training and the certification of vocational qualifications
- Decree of the Minister of National Economy No. 14/2014. (III. 31.) on the detailed rules of adult training expert and adult training programme experts activities
- Decree of the Minister of National Economy No. 16/2014. (IV. 4.) on the requirements and procedures of registration of language programme, requirements of adult training and the

certification of performance of the requirements of language training.

- Decree of the Minister of National Economy No. 8/2015 (III. 30) amending the Decree of the Minister of Economy No. 30/2000 (IX. 15.) on labour market services and subsidies that may be granted for them
- Parliament Resolution No. 10/2006 (II. 16.) on the new National Disability Programme
- Government Resolution No. 1257/2011. (VII. 21.) on the selection strategy for beds in social institutions nursing and caring for disabled persons and on the Government tasks related to its implementation

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ARTICLE 1 - THE RIGHT TO WORK

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

1. to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

A. National employment policy and legislative background

Presentation of the policy adopted by the Government to attain and retain full employment and details of the measures and programmes implemented during the reporting period, aiming at the highest and most stable level of employment possible.

I. Changes in the support of and financial benefits of jobseekers in the reporting period

On the basis of the legal regulations effective on 1 January 2011, five types of benefits were defined as jobseeker's benefits, under the umbrella term of jobseeker's assistance: jobseeker's benefit, three types of jobseeker's allowance and reimbursement of expenses. Jobseeker benefits and support are regulated in Chapter V of Act IV of 1991 on Promoting Employment and Providing for the Unemployed (hereinafter: Employment Act).

- **Jobseeker's benefit**

Jobseeker's benefit was paid to persons who registered as jobseekers and were eligible based on an employment record of at least 365 days worked during a period of four years preceding the date of becoming a jobseeker, were not entitled pension due to disability or a work related accident, did not receive sick pay, wanted to find a job, but their attempts to find a job independently failed, and the public employment service was also unable to offer them a suitable job.

Jobseeker's benefit is calculated on the basis of the jobseeker's monthly average labour market contribution base (hereinafter: contribution base) of the four calendar quarters prior to becoming a jobseeker, as such base is defined pursuant to Section 19 (3) of Act LXXX of 1997 on the Eligibility for Social Security Benefits and Private Pensions and the Funding for These Services (hereinafter: Social Security Benefits Act). The contribution base was certified by the employer in a manner specified by law. If a jobseeker was employed by several employers for 4 calendar quarters prior to becoming a jobseeker or conducted several entrepreneurial activities, or was employed and also conducted entrepreneurial activities, the jobseeker's benefit must be calculated on the basis of the contribution base registered at all employers and in relation to all entrepreneurial activities. If a jobseeker had no contribution base in the preceding four calendar quarters, the calculation of the allowance is based on the monthly average of the contributions made in a shorter period. If a jobseeker has had no contribution base whatsoever in the preceding 4 calendar quarters, the jobseeker's benefit is determined based on 130 % of the mandatory minimum wage in force on the first day of entitlement. The basis of daily jobseeker's benefit is one-thirtieth of the average monthly allowance base of the job seeker. The amount payable in jobseeker's benefit in the first period of

disbursement – which lasts until the earlier of half of the disbursement period or a maximum of 91 days – is 60 % of the contribution base. The amount of the jobseeker's benefit in the second period of disbursement is 60% of the mandatory minimum wage in effect on the first day of entitlement to the jobseeker's benefit. If the average wage is less than the lower limit of the jobseeker's benefit, the jobseeker's benefit is an amount equal to the average wage in both periods of disbursement. The upper limit of the jobseeker's benefit in the first period is 120% of the mandatory minimum wage.

The period of disbursement of the jobseeker's benefit had to be established with reference to the period of time during which the jobseeker was employed or pursued an activity as a private entrepreneur or as a member of a partnership during the four years preceding the date of becoming a jobseeker, provided in the latter case that he/she met the obligation to pay contributions during the period of pursuing the entrepreneurial activity (hereinafter: eligibility period). The period during which the jobseeker was paid jobseeker's benefit or entrepreneurial benefit may not be included in the eligibility period. The four-year period defined above was extended by the following periods: regular or reservist military service, civilian service, illness leading to absence from work, sick leave for the purpose of taking care of a sick child, disbursement of pregnancy-maternity benefit, child care benefit, child care allowance, rehabilitation allowance, disability or work accident-related disability pension, regular social annuity, temporary annuity, as well as health damage annuity for miners, custody, imprisonment and confinement, disbursement of nursing fee and child raising support, and full-time studies, provided that no employment was established or the jobseeker did not pursue any entrepreneurial activities constituting eligibility period during these periods. The period of disbursement of the jobseeker's benefit was calculated on the basis of the period of employment in a way that five days of employment corresponded to one day of allowance disbursement. The longest period of disbursement of the job seeker's allowance was 270 days. The first day of disbursement of the jobseeker's benefit is the day when the jobseeker applies to the public employment service. If employment was terminated within a period of 90 days prior to the date of becoming a jobseeker by termination with notice by the employee or by termination without notice by the employer, the jobseeker's benefit was available from 90 days after the end of the employment relationship terminated as described above. The period between the date when the jobseeker applied to the public employment service and the first day of disbursement of the jobseeker's benefit did not count towards the disbursement period of the jobseeker's benefit.

If the recipients of jobseeker's benefit entered open-ended employment to work part-time for at least four hours before the end of the period of disbursement of the allowance, 80% or 30% of the allowance still outstanding for the remaining part of the disbursement period had to be paid upon the recipient's request to that effect as a lump sum, if employment was established in the first half or in the second half of the disbursement of the allowance, respectively. Furthermore, such payment was conditional upon the continuous employment of the person receiving the jobseeker's benefit from the date when the allowance was terminated to the date of the above-mentioned payment.

Disbursing the jobseeker's benefit had to be discontinued if the job seeker requested it, received jobseeker's benefit and was deleted from records, became eligible for old-age, disability or work accident-related disability pension, pursued earning activities, with the exception of work performed in casual employment, or accepted a training opportunity in the course of which received regular support corresponding at least to the effective compulsory minimum wage, conducted full-time studies at an educational institution, died, exhausted the period of disbursement of the jobseeker's benefit or falls within the scope of Community regulations on the coordination and implementation of social security systems, leaves to another Member State of the European Economic Area and will not return to Hungary any sooner than three months from the date of leaving.

Disbursing the jobseeker's benefit had to be suspended for the following periods: for the period of disbursement of pregnancy-maternity allowance (hereinafter Hungarian abbreviation: TGYÁS), child care benefit (hereinafter Hungarian abbreviation: GYED), or child home care allowance (hereinafter Hungarian abbreviation: GYES) to the jobseeker; for the period of pre-trial detention, imprisonment, confinement, except when imprisonment was ordered in exchange for a fine; for the period of short-term public employment; for the period of short-term paid employment of no longer than ninety days (other than casual employment), provided that the notification obligation was observed; and for the period of receiving wage compensation allowance.

- **Jobseeker's allowance (3 types)**

Upon their request, jobseeker's allowance had to be ascertained for jobseekers who were not entitled to rehabilitation allowance, disability or accident-related disability pension, did not receive sick pay, wanted to find a job, but their independent job search activity was unsuccessful, and the public employment service was also unable to offer them a suitable job.

Furthermore, the granting of support of type 1 was also conditional on jobseeker's benefit having been granted for a period of at least 180 days, and such period had to be exhausted. If a jobseeker is over 50 years of age, the maximum period of disbursement is 180 days, otherwise 90 days.

Jobseekers were entitled to jobseeker's allowance of type 2 if spend at least 200 days in employment during the 4-year period preceding the date of becoming a jobseeker, and they were not entitled to jobseeker's benefit. In that case, the maximum period of disbursement of the benefit was 90 days.

Eligibility for jobseeker's allowance type 3 required jobseekers to have no more than 5 years to go on application date to reach the applicable retirement age to be recipients of the jobseeker's benefit for a period of at least 140 days, moreover the period of disbursement of the jobseeker's benefit had to be exhausted. As a further condition, jobseekers had to reach the age defined above within 3 years after exhausting the period of disbursement of the jobseeker's benefit, and had to have a period of service necessary for receiving old-age pension. The aid was paid for the period up to the jobseeker becoming entitled to old-age, disability or work accident-related disability pension.

The amount of the jobseeker's allowance was 40% of the mandatory minimum wage in force at application date. If the average wage of the 4 calendar quarters preceding the date of becoming a jobseeker was lower than the abovementioned amount, the amount of the jobseeker's allowance was equal to the average wage.

The disbursement of the jobseeker's allowance had to be discontinued in the cases described for the jobseeker's benefit, except for type 3 aid, where, in case of paid employment, disbursement had to be discontinued irrespective of the duration of paid employment.

The disbursement of the jobseeker's allowance had to be suspended in the cases described with respect to the jobseeker's benefit. Exceptions included type 3 aid, which had to be suspended irrespective of the period of paid employment, and suspension for 90 days (which was also irrespective of the period of paid employment) if the jobseeker did not observe the notification obligation. If a jobseeker became entitled to jobseeker's benefit as a result of paid employment during the suspension of the disbursement of the jobseeker's allowance of type 3, the disbursement of the aid had to be suspended also for the period of disbursement of the jobseeker's benefit. In the latter case, the disbursement of the jobseeker's allowance had to be continued after the period of disbursement of the jobseeker's benefit had been exhausted.

- **Reimbursement of expenses**

The reimbursement of expenses meant that any justified costs arising from the use of public transport in connection with the application for jobseekers' support (unemployment benefit), or in connection with the job search activity had to be reimbursed. In justified cases, Act on Job Assistance could also allow the reimbursement of the costs of local transport.

Major changes:

1. Changes in the regulations on benefits in 2011

The rules of suspension of jobseekers' benefits were modified on several occasions and a new lump sum mobility incentive was also introduced. Accordingly, if jobseekers enter employment for an indefinite term, involving at least 4 hours of work a day, prior to the end of the period of disbursement, they have to be paid 80% of the benefit, still outstanding for the disbursement period. If a jobseeker enters employment at a location other than the place of permanent or temporary residence, then, contrary to the general rule, he/she has to be paid 80% of the outstanding benefit in the accounting cycle after notification.

The whole system of jobseeker benefits was transformed on 1 September 2011. The maximum disbursement period of the jobseeker's benefit was reduced from 270 to 90 days and the earlier two-phased system (of paying a higher amount in the first phase and lower one in the second phase) was replaced by a sum equivalent to the lower of 60% of the contribution base or the minimum wage. According to the previous regulations, the allowance also amounted to 60% of the contribution base during first phase until the 91st day of the overall 270-day period, but the top limit of 120% of the minimum wage, while the allowance equalled 60% of the minimum wage in the second phase.

Types 1 and 2 of the jobseeker's allowance were terminated, and pre-retirement job seeking aid replaced type 3. Eligibility criteria are identical with the only difference that the former 140 days was reduced to a period of 90 days of disbursement as the condition for eligibility for jobseeker's benefit. The modification referred to above was implemented in two phases. As no consensus was reached about the conditions on the first attempt, the benefit could be established practically for two 90-day periods instead of 90 days set as a target. In the end, another modification remedied the problem and was entered into force on 1 January 2012.

The eligibility period for jobseeker's benefit was raised from 4 to 5 years and the minimum period required for approval was reduced from 365 to 360 days.

No otherwise approved postponing periods arising while a client worked as a public employee (such as that of child care allowance, child care benefit, military service, etc.) are added to the five-year period used as the basis for approving jobseeker's benefit for the client.

The disbursement of the allowance for one day requires a 10-day period of eligibility instead of the former 5 days.

The regulations were eased for the recipients of jobseeker benefits as regards the duty to notify changes of material facts and circumstances affecting the eligibility for the benefit. The amendment of the legislation provides that beneficiaries must report material changes within 15 days from the actual event, including the entry into paid employment.

The supplementary provisions require each unemployed benefit recipient to accept adequate job offers, while non-recipients are obliged to accept any offered public employment opportunity. In terms of offered jobs, even jobs far away from home must be accepted when the following conditions prevail:

- Job offers involving work for more than 3 hours (or two hours in the case of single parent raising children), but less than 4 hours of commuting must also be accepted whenever the employer arranges for transportation free of charge.
- When a job offer involves more than 4 hours of commuting, it must be accepted when the employer provides accommodation, cleaning facilities and meals free of charge.

2. Changes in the regulations on benefits in 2012 and 2013

The Employment Act also introduced changes regarding jobseeker benefits. The modification was implemented within the framework of the objective of 1.2.6 of the State Reform Operational Programme “Coordination of Simplification of Legislation and Processes” under the Magyary Programme, aiming at the modernisation of public administration, based on the proposals developed by a task force formed from the experts of the Ministry of National Economy (hereinafter: MNE), the National Labour Office (hereinafter: NLO) and employment centres. The modification focused primarily on issues concerning the approval, disbursement, suspension and termination of jobseeker benefits and maintaining contact and cooperation with the employment centre and saved a lot of time and work for both clients and the authority in the course of administration. The modifications were approved on 27 December 2012, and entered into force in the subsequent year. As a result of simplification, jobseekers, and customers requesting mediation and services may accept electronic contact as type of cooperation in a declaration. In that framework they may express an intention to apply for registration, may fulfil their application obligation, notify changes in their conditions and any event affecting their records.

The number of cases that had always demanded a decision in the course of the administration of benefits and as a result no decisions will have to be made in future when the benefits are terminated or suspended based on the power of the law.

The eligibility period for jobseeker's benefit was reduced from 5 to 3 years but the minimum period required for approval remained 360 days.

The method of terminating legal relationships is no longer evaluated and, no sanctions will be imposed in the future if employment is terminated within 90 days prior to becoming a jobseeker by the employee with a notice or by the employer with immediate effect.

In terms of the conditions of eligibility for jobseeker's allowance prior to retirement, the benefit can be approved based on the period of 45 instead of 95 days of disbursement of jobseeker's benefit.

II. Simplified employment

The system of casual work regulated in Act LXXIV of 1997 on Employment with a Casual Worker's Book and the Simplified Payment of Related Public Dues, as described in connection with the previous reporting period, was aimed at making primarily the long-term unemployed eligible for social security and unemployment benefits by recognising shorter periods of occasional work as employment. The most important areas of employment with casual worker's book (hereinafter: CW

book) included seasonal agricultural work, all types of unskilled work and waiting service work.

Act CLII of 2009 on Simplified Employment put an end to the use of CW books from 1 April 2010 and introduced the requirement to conclude simplified employment contracts instead. It also required employers to notify the State Tax Authority electronically of the fact of employment before it actually started.

In 2010, significant modifications were made in the regulations governing simplified employment. The new rules set forth in Act LXXV of 2010 on Simplified Employment (hereinafter: Simplified Employment Act) departed from earlier practices in that they were limited in scope to regulating seasonal work in agriculture and tourism and casual work as types of simplified employment only:

Time limits for the three types of simplified employment:

- **seasonal agricultural work:** work performed in the plant cultivation, forestry, livestock or fishery sectors which, due to the nature of the goods produced or the service provided, is associated to one of the seasons or any period of time during the year, or the movement of the agricultural products produced within the employer's property, or the packaging thereof, provided that the duration of the fixed-term employment contract between the same parties is not more than 120 days in a calendar year.
- **seasonal work in tourism:** seasonal work performed for an employer providing commercial services in tourism as defined in the Act on trade, provided that the duration of fixed-term employment contracts between the same parties is no more than 120 days in a calendar year.
- **casual work:** a fixed-term employment relationship between an employer and an employee for a maximum of five consecutive calendar days, for a maximum of fifteen calendar days in a calendar month, and for a maximum of 90 calendar days in a calendar year.

A contract of simplified employment is concluded once the employer abides by its duty to notify on the basis of an agreement between the parties. A written employment contract (dated no later than on the day when work performance starts) is not required unless the employee so requests, alternatively, where employers are not required to file electronic tax returns they have the option to establish simplified employment by signing a contract of a form set forth in the Annex to the Simplified Employment Act.

No contract of simplified employment may be concluded between parties bound by an employment relationship created pursuant to the provisions of Act XXII of 1992 on the Labour Code (hereinafter: old Labour Code) and existing on contract date. If a contract of employment is not concluded for the purposes of simplified employment, it may not be modified with a view to allowing the employer to employ the employee within the framework of simplified employment.

An employer defined in Section 1 of Act XXIII of 1992 on the Legal Status of Public Servants and Section 1 (1) of Act XXXIII of 1992 on the Legal Status of Public Employees may not conclude a contract of simplified employment for performing functions belonging to its core business.

The modifying provision included in Act CCXVI of 2012 on the Amendment of Certain Acts on Employment in Relation to Magyary Simplification Programme and Other Amendments entered into force on 1 January 2013. The Act was modified in order to extend the scope of simplified employment to contracts for casual work concluded with extra staff in filmmaking. Contracts of casual work lent flexibility to employing a large number of acting extras on a particular day.

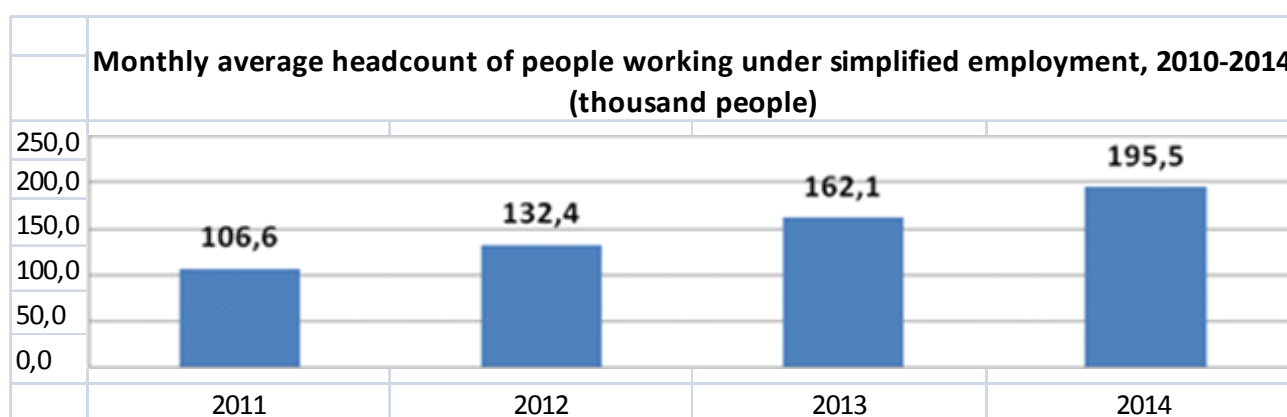
By defining a job description of extras employed in filmmaking, the Act specifies the persons

concerned (natural persons, whose activity is supplementary to film production) and their wages (the daily net income from acting as an extra may not surpass the amount specified in the Act). However, due to the nature of employment, the headcount limit defined for casual work does not apply to extras [Section 2 (8) of the Simplified Employment Act].

Changes in Employment

The data available about simplified employment are contained in notifications received by the Tax Authority.

On average, 106,600 people worked in simplified employment in each month in 2011. In 2012, the average monthly headcount of people in simplified employment was 132,400. In 2013, the number of such employees increased to 162,100, while the average number of persons in simplified employment reached 195,000 in 2014.



Source: National Tax and Customs Administration (NAV)

According to the data received on simplified employment, on average 32,200 and 38,000 people did seasonal agricultural work in 2011 and in 2012, respectively. The number of people doing seasonal agricultural work increased to 42,800 in 2013 and reached 45,800 in 2014.

As part of simplified employment, the average number of casual workers was 73,100 in 2011 and 92,800 in 2012. In 2013 the number of people doing casual work rose to 116,300, and yet again to 146,100 in 2014.

On average 1,253 people did seasonal work in tourism each month in 2011, while the respective figure was 1,542 in 2012. 1,729 people did seasonal work in tourism in 2013 and 2,325 people did the same in 2014.

The monthly average headcount of people working as extras in the film industry was 1,348 in 2013 and 1,249 in 2014.

The peaks of employment observed at the end of the summer and at the beginning of the autumn were primarily due to seasonal work, particularly in agriculture, yet casual work is also slightly cyclical (there are fewer casual workers in winter compared to other seasons). The number of individuals doing seasonal work in tourism usually peaks by the middle or end of the summer. The annual average of simplified employment kept rising between 2011 and 2013 (annual averages: 2011 – 106,592 people; 2012 – 132,366 people; 2013 – 162,142 people), which is probably due to the

popularity of this form of employment and employers becoming more and more aware of it.

III. Domestic work

Domestic work, which used to be one of the sub-categories of simplified employment, was removed from the scope of simplified employment as of 1 August 2010, when Act XC of 2010 on the Creation and Amendment of Certain Acts Pertaining to Economic and Financial Affairs was adopted. The Act introduced domestic work as a form of employment generating income outside the tax system, in relation to which only notification and registration fee obligations exist, but neither the employer, nor the employee is obliged to pay tax.

According to 2011 data of the Tax Authority on average 391 people were notified for domestic work a month, while in 2012 on average 551 individuals performed notified domestic work. In 2013 on average 1,158 persons did notified domestic work a month, while the figure dropped to 1,031 by 2014.

IV. Public employment

Act CVI of 2011 on Public Employment and on the Amendment of Acts related to Public Employment and Other Acts (hereinafter: Public Employment Act) entered into force on 27 July 2011 and the Minister of Interior and the Minister of National Economy are jointly responsible for its implementation.

The long-term objective of the Government of Hungary is reaching the full employment in close cooperation with the business sector. The objective translates as anybody who can and wishes to should be able to work and by 2018 nobody should need income supplement, any everyone should have a job that provides sufficient income to make a living and even to grow.

On 1 January 2011 the Government terminated the community work programme, work for public purposes and work for public benefits and introduced the public employment system. A public employment contract is a special form of employment, whose status is somewhat different from employment on the market. In the case of the individual public employment programmes, the support period may not be longer than 12 months, which can be extended by no more than 6 months. Wages remunerated in the framework of public employment contracts are higher than the amount disbursed in social benefit, but are lower than the lowest wage established on the primary labour market. Based on public employment contract, an employee becomes eligible for social security services and earns pension entitlements. Ultimately, public employment seeks to assist people living in poverty and social exclusion, to help those eligible for employment substituting support, to provide labour market services and to offer training during the term of public employment in order to enable employees to rely on their new experience and to be able to find a job on the primary labour market.

The most important task of the public employment institutional system is to turn long-term unemployed individuals active again and to prevent jobseekers who recently lost their jobs from getting separated from the world of work.

Types of support under the public employment programmes

Support can be provided to public employers in establishing public employment from the public employment aid appropriation of the National Employment Fund. Support available under the appropriation:

- support to short-term public employment,
- support to longer-term public employment,
- support to the national public employment schemes,
- support to mobility in public employment,
- support to public employment model programmes and other programmes built on them.

In practice, support is provided to longer term public employment, national public employment, model programmes and programmes built on them.

- **Support to longer-term public employment**

Support can be provided for the employment of individuals eligible for employment substituting aid or to jobseekers mediated by district offices within the framework of a public employment contract for a definite term, for 6-8 hours a day and for the employment of individuals receiving rehabilitation benefits pursuant to the Act on Benefits to Individuals with Reduced Working Ability under a public employment contract for a definite term, for 4-8 hours a day.

The support may not exceed 100% of the public employment wages and the related social contribution tax (hereinafter jointly: wage support). In addition, support can also be provided for the direct costs related to employment (the fee of occupational health test, the cost of working and protective clothing and individual protective devices, travel expenses payable by the employee, the cost of transportation of workers, the cost of tools indispensable for work), as well as for the material costs required for the implementation of the programme, the total amount of which cannot be higher than 20% of the wage support.

On 1 December 2014, the scope of costs eligible for reimbursement under longer-term public employment was extended: apart from wage costs and direct costs, which had been eligible before, material costs and organisational costs are now also eligible. Thus, in the case of programmes already running for years and not requiring any further investment costs, a model programme is not absolutely necessary because they may also be implemented within the framework of longer-term public employment, even with 100% support intensity. Public employers possessing the required amount of own funds have the discretion now to employ people in the public employment scheme with support intensity below 70% payroll support.

Support can also be provided to local governments without a mayor's office acting as public employers (other than local governments of towns operating a shared local government office) for the costs of organisation required for the implementation of a longer-term public employment programme according to prior discussions with the district office, the rate of which cannot be higher than 1.5% of the wage support.

The support period of a public employment programme may not exceed 12 months, which can be extended once by 6 months.

- **Support to the national public employment**

Employing jobseekers or individuals eligible for employment substituting support to work 6-8 hours a day for a definite term under a public employment contract and employing individuals receiving rehabilitation benefits pursuant to the Act on Benefits to Individuals with Reduced Working Ability under an employment contract to work 4-8 hours a day for a definite term within the framework of a programme designed to achieve an objective specified by Parliament or the Government are eligible

for support.

The public employer is eligible for support if the employer provides employment related training and, if, with the exception of training, the social land scheme and public employment of individuals with reduced working ability, the public employer does not receive support from any other central budget appropriation for concluding public employment contracts.

The support may not exceed 100% of the wage remunerated for public employment and the related social contribution tax. In addition, support may be granted to cover the direct costs of employment and any material costs required for the implementation of a programme, the aggregated amount of which may not be higher than 20% of the wage support.

If at least 100 individuals are employed in public employment, support may be granted to cover the costs of organisation required for the implementation of the programme at the rate of no more than 3% of the wage support.

The support period of a public employment programme may not exceed 12 months, which can be extended once by 6 months.

- **Supporting public employment model programmes and programmes built upon those on them**

The Minister of Interior, responsible for public employment, may launch public employment model programmes to support longer term and national public employment programmes. 70-100% of the investment costs and the costs of goods and supplies of public employment model programmes are eligible for support, depending on the number of people involved in the public employment programme (the support intensity is higher when fewer people participate).

In relation to the launch of model programmes, one of the conditions of support is that the activity should be in line with local requirements and that it should not create any competition on the primary labour market but should in total increase the number of potential jobs in the settlement.

Main activities involved in the model programmes:

- a) The purpose of agricultural projects is to contribute to the performance of the public tasks of the local government institutions and settlement (e.g., public catering), and to facilitate potential processing and sale of surplus products, as well as the self-sustainability of settlements by producing vegetables and fruit and raising small livestock.
- b) The purpose of the **inland inundation drainage programme** is to prevent the threat of inland inundation in settlements and agricultural areas and to regularly maintain and create ditches for draining water.
- c) The purpose of restoring and improving agricultural roads is to connect agricultural sites and manors to the public road network and assist the safe transportation of products.
- d) The purpose of using **biofuel and renewable energy** is to replace expensive gas with an alternative method of heating through the local supply of fuel and parallel commissioning of new biomass fired boilers. Local demand for biomass fuel can drive production in Hungary.
- e) The **road network** is improved within the administrative borders of settlements. The purpose is to maintain and improve the road network managed by the local government,

to restore its environment and thereby reduce the risk of accidents; and to build bicycle routes.

- f) The purpose of **eliminating illegal waste deposit sites** is to eliminate and terminate illegally deposited and abandoned waste in public areas and to change the habit of leaving waste around.
- g) Within the framework of **public employment relying on local specificities**, value creating individual programmes can be implemented to meet community needs and promote the development of settlements (e.g., cultural public employment programme).

Following the closing of a public employment model programme, a further public employment programme can be launched on the basis of the model programme (hereinafter: subsequent interconnected public employment programme). The investment costs and the costs of goods and supplies of subsequent interconnected public employment programmes are eligible for support at the same rate as the investments and goods and supplies of public employment model programmes.

The rate of support is determined by the Minister of Interior. Public employers must agree, in a contract concluded with the authorities, to use any revenues from a public employment model programme, or any subsequent interconnected public employment programmes only for funding the operation of its public employment programmes or of the social cooperative established by the public employer.

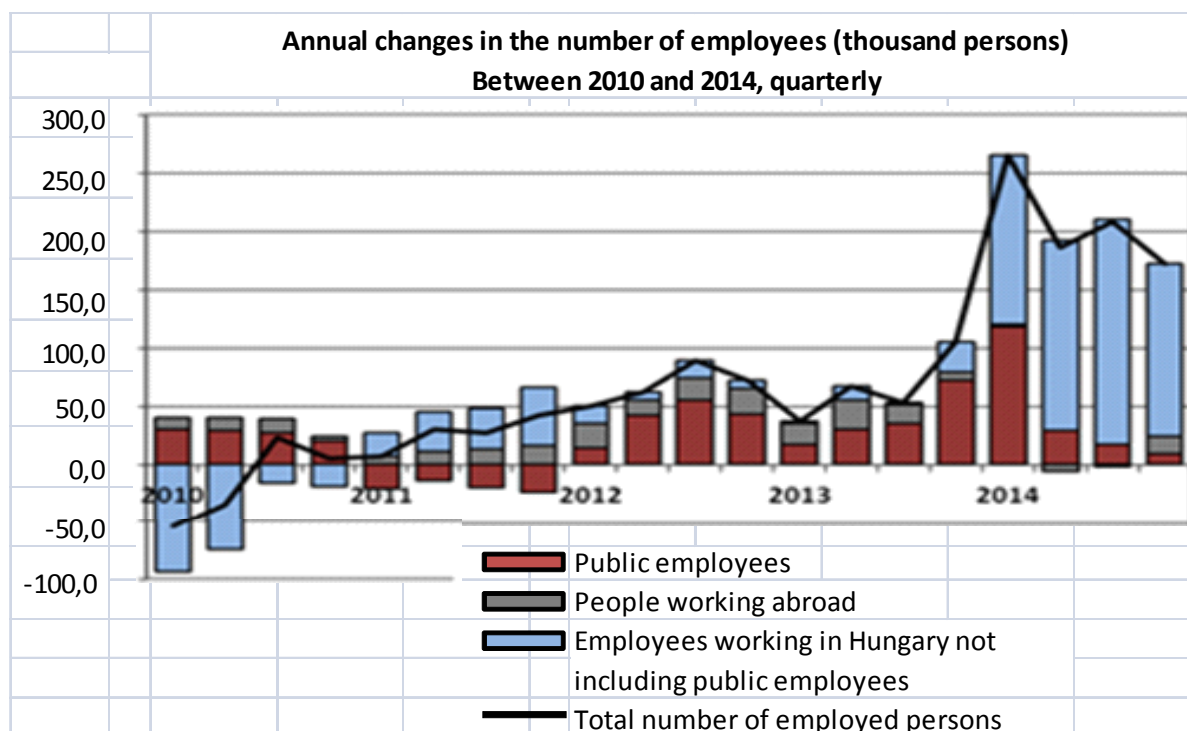
Changes of the number of people involved in public employment

The Government approved HUF 64.0 billion for public employment in 2011, HUF 137.5 billion in 2012, and HUF 153.8 billion in 2013, hence the average monthly number of public employees was 75,810 in 2011, 92,412 in 2012 and 126,668 in 2013.

In 2014, the Ministry of Interior financed public employment programmes from HUF 231 billion appropriation, within the framework of which a monthly average of almost 180,000 people were employed in different public employment programmes during the year. . With the help of the available funding, anyone who was able and willing to work and were ready to take up employment but could not find a job on the primary labour market could perform meaningful and value creating jobs within the framework of public employment.

According to the labour force survey of the Central Statistical Office, the total average number of employees topped 4.1 million in 2014, representing an year on year increase of 208,100 (5.3%). The pace of the annual increase accelerated compared to the preceding two years. 2013 was the first year when the absolute number of employees practically reached the same figure as reported prior to the crisis.

A breakdown of the annual increment observed in the number of employees by main employee groups (public employees, people working abroad, employees working in Hungary, without public employees) shows that the role of public employment decreased in 2014 and that the supply of market jobs became important in terms of the components of growth. In the winter of 2013-2014 more than 50% of the changes in employment related to public employment, in which public employment during the winter of 2013-2014 was a major factor. The programme integrated an unprecedented number of approximately 200,000 individuals into public employment programmes until the end of April 2014. However, the share of public employment in the overall increase in employment in 2014 declined gradually and was less than 10% in the last quarter of the year.



Source: Ministry of National Economy

On the basis of the review of the labour market status of people on the 180th day after leaving public employment in 2013, 13.1%, or almost 38,000 people leaving public employment had a job on the primary labour market. The first eight months of 2014 show a similar ratio.

In 2011 and 2012, part-time employment was a major factor in public employment, while employment with 8-hour daily working time became typical in 2013. In 2014, the majority of public employment contracts specified 8 hours of daily work.

Monthly average number of public employees by the length of daily working hours

daily working hours	2013		2014	
	Persons	%	Persons	%
6 hours*	16,774	13.2	2,869	1.6
8 hours**	109,894	86.8	175,981	98.4
Total	126,668	100.0	178,850	100.0

**7-8 hours included

**1-6 hours included

Source: Ministry of Interior Statistical Unit

Social cooperatives

Based on the values created by the sub-regional (district) start work model programme in public employment, the Government set out to establish social cooperatives as an option for people to enter the primary labour market, mainly in the disadvantaged regions of the country. The Ministry of Interior took measures to encourage the establishment of social cooperatives and to assist their financially sound operation in line with the objectives of the Government. Since 2013, social cooperatives have been established in 106 disadvantaged settlements implementing public employment programmes, mainly for agricultural production and food processing. The 106 social

cooperatives have approximately 1,000 members. Out of the members 90% are natural persons who also contribute personally to the activities of the social cooperative. Approximately 600 people have contracts with the social cooperatives that involve work: 60% of the people work under employment contracts, 25% are members performing work within the cooperative and 15% have a different employment status.

Training

In relation to the public employment service, one of the most important Government objectives is to make sure that public employees perform work that creates value in accordance with their abilities and to enable as many public employees to return from public employment to the labour market as possible. Labour market training is one of the major instruments that promotes return to the labour market. The training resources for the implementation of training programmes in public employment are provided from the Social Renewal Operational Programme (hereinafter: SROP) 2.1.6 “I learn again” major project, while the public employment costs are funded by the Ministry of Interior during the training period.

The training activities relate to the agricultural model programmes of START, to national public employment, to the agreement with the Herbs Association and Product Council and to the most disadvantaged sub-regions and general programmes. Extensive training of this nature has not been provided to jobseekers and public employees in Hungary for 25 years. On 31 December 2014, a total of 159,555 public employees were involved in training within the framework of the major project. 123,234 people (77.2%) successfully completed the training programmes, 7,109 people dropped out (4.4%), 29,212 people are still being trained or their training has not been closed.

On average 127 mentors assisted the implementation of the training programme of public employees involved in the SROP 2.1.6 project during its term. In total 31,395 people (19.7% of the public employees involved in the project) used the mentoring service in order to successfully complete their individual training programme by 31.12.2014.

Number of people involved in public employment-related training in 2012-2014

Training programmes	Number of participants	Number of people who took a successful exam	Dropped out	Roma people involved in the training	Not closed
	(persons)	(persons)	(persons)	(persons)	(persons)
Start (accredited) training	19,419	17,184	1,776	4,294	459
2013/2014. Public employment in winter	99,571	92,942	4,897	22,107	1,732
2014/2015. Public employment in winter	26,261	0	28	5,780	26,233
Training related to national public employment	9,518	9,076	66	1,228	376
Other public employment related training (herb collector and producer)	423	321	26	103	76
Most disadvantaged sub-regions (MDSR)	4,201	3,631	315	1,246	255
General training	162	80	1	22	81
Total	159,555	123,234	7,109	34,780	29,212

Source: Data supply from the Office of the Minister of State of the Ministry of National Economy, responsible for economic operations, Project Implementation Department, for week 1 of 2015 (situation as at 31 December 2014)

Most people were involved training programmes in relation to the temporary public employment in the winter in 2013/2014 and in 2014/2015. In 2013/2014 the main objective was to enable public

employees to catch up by offering competence development and compensatory training courses that improved their chances to find jobs on the open labour market.

In 2014/2015, people who previously took part in any form of compensatory training aimed at obtaining primary school qualifications or were involved in and successfully completed basic competence training were able to take part in a second round of vocational training designed to improve their chances to find jobs on the primary labour market. Planning was adjusted to an existing set of objectives, which focused on keeping the training programmes in line with labour market requirements. Consequently, a major shift was made towards vocational training activities, within which the ratio of vocational training courses listed in NQR (National Qualification Register) and recognised by the state was higher (62% compared to 22% in the previous year).

The breakdown of trainees in the winter of 2014/2015 by training type is included in the table below, along with a comparison with the winter training data of 2013/2014:

Type of training	2013/2014. Data of training activities relating to public employment in winter		2014/2015. Data of training activities relating to public employment in winter (31.12.2014)	
	(persons)	(%)	(persons)	(%)
Basic competence	48,077	48.3	0	0
Competence development	752	0.8	676	2.6
Catch-up	149	0.1	17	0.1
NQR	21,185	21.3	16,232	61.8
Job training	29,093	29.2	8,737	33.3
Regulatory	315	0.3	164	0.6
NQR+trained on the job	0	0.0	435	1.6
Total:	99,571	100.0	26,261	100.0

Source: Data supply from the Office of the Minister of State of the Ministry of National Economy, responsible for economic operations, Project Implementation Department, for week 1 of 2015 (situation as at 31 December 2014)

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION, KEY DATA, STATISTICS

I. Support granted in the reporting period

Pursuant to Government Decree No. 70/2009 (IV.2.) on the support of part-time employment to provide an opportunity for fresh graduate skilled jobseekers to gain work experience and to prevent redundancies:

a) Supporting career starters with a trade qualification to obtain work experience

Competent district (Budapest office and district offices) offices acting as a public employment agency (hereinafter: district office), district employment agency (hereinafter: agency) provide support, at the request of the employer, if the employer agrees to hire the career starter jobseeker under a work contract for at least four hours per day and for a term not shorter than 365 days.

The support is available for the term of employment, not to exceed 365 days, at a value amounting to between 50 and 100% of the wage costs incurred by employing the career starter. The monthly amount of the grant – if 100% of the wage costs are covered – shall not exceed

1. the combined amount of the mandatory minimum wage and the social contribution tax in the

- case of career starters with basic vocational qualifications,
2. one and a half times the mandatory minimum wage in the case of career starters with secondary education, secondary vocational qualifications or career starters who graduated from a secondary school offering vocational skills,
 3. twice the mandatory minimum wage in the case of career starters with advanced or tertiary vocational qualification or career starters with tertiary education.

If the ratio of support is below 100% of wage costs, or the career starter is not employed full-time, then the proportionate part of the amount specified as the upper limit is taken into account.

b) Support to part-time employment in order to prevent redundancies

Based on a general announcement, the district office employment agency may provide support, at the request of the employer, if the employer employs a full-time worker on a part-time basis in order to prevent staff redundancies.

As a condition for receiving support, the employer agrees

- to maintain the average statistical headcount applicable in the month preceding the month when the request is submitted to the agency, and
- to continue to employ the employee for an additional period identical with the period time for which the aid is granted, and
- to pay the amount of the support, minus applicable taxes and contributions, to the employee in wages, in addition to the wage payable to the employee for part-time work.

The amount of the support shall not exceed 80% of the basic salary of the employee payable for the lost working time and the social contribution tax. The amount of the aid shall not exceed one and a half times the mandatory minimum wage applicable at the time when the request is submitted. Support shall not be paid for a period exceeding 365 days.

c) Allowance for long distance trips

In the reporting period, the scope of eligible parties included employers, career starters, persons with reduced working ability, and employees registered as unemployed for 6 months.

Degree of the support: a part or all of the costs of commuting to work. Duration of the support is limited to a maximum of 1 year.

The target group includes persons unemployed for at least 6 months, career starters and, in the case of persons with reduced working ability, persons registered as unemployed for at least 3 months.

Condition of the support: the employer has not terminated an employment relationship in a similar position for 6 months prior to submitting the application, and the employer is in compliance with the requirements of good labour relations.

d) Supporting the transportation of passenger groups

In the reporting period, the eligible group included employers. Duration of the support is no more than 1 year.

The support may not exceed part of the price of a bus pass for the route between the home address of the relevant employee and their workplace, payable by the employer. Target group: employees who spend over 2 hours a day travelling to and from the workplace. Condition of eligibility: the

commuting of the employees to the workplace and back takes place by group passenger transport, since travelling is otherwise not possible or would be unreasonably troublesome. Preferred recipients: employers who employ persons with reduced working ability or persons who were previously unemployed, where a higher proportion of employees are transported in this way.

e) Housing support

The legal regulation referred to above introduced housing support for jobseekers as a new type of support on 1 October 2012 in order to improve the labour market position of future employees and their chances to find a job. With the help of this support, jobseekers can also accept jobs that are far from their homes by using the non-reimbursable housing support.

Eligibility for support is limited to jobseekers who accept jobs that are far away from their homes and have been registered for at least three months as

- a jobseeker, or
- a career starter jobseeker, or
- a jobseeker affected by group redundancies, or
- a jobseeker after public employment.

A further requirement is that the jobseeker should accept a job for at least 6 months involving 20 hours a week,

- the job should be at least 100 km from the permanent place of residence, or the commuting between the place of work and the permanent place of residence should exceed 5 hours every day by means of public transport, and
- the jobseeker should not own any real property at the place of the work, or nearby, and
- the jobseeker should not enter into employment with the former employer.

The regular income earned from employment indicated above cannot exceed three times the minimum wages. The employment contract and the housing rental contract must both be presented with the application for support.

The support can only be granted for work conducted inside the country and only for real properties situated on domestic territory, for no more than 18 months. The ratio of approved support depends on whether the real property is rented by one or several persons; moreover different limits apply in different phases of the support (reducing once each time a third of the period elapses). The support can be used to cover expenses relating to rent (including utility fees and charges) and may be disbursed to the beneficiary for more than one subsequent rental contracts for more than one properties during the term of disbursement, but the increase in expenditure does not affect the amount of the support. After the support option has been exhausted, support may be approved again 36 months after the expiry or termination of the previous support.

II. START preferences

Based on the experiences gained in the labour market and in an effort to stimulate demand for employment, in 2006 the Ministry of Social Affairs and Labour initiated the expansion of the scope of social contribution allowances. In an effort to help young people obtain work experience, following the favourable results of the START programme, the START PLUS and START EXTRA programmes were developed and launched on 1 July 2007 within the framework of the Social Renewal Operational Programme, with support from the European Social Fund and the central budget.

Under the SROP 1.2.1 scheme, contribution relief was granted (social contribution tax relief from 2012) to women with young children and the long-term unemployed, who are disadvantaged in the labour market (START PLUS) and to jobseekers with low school qualifications aged over 50 and individuals eligible for availability support to help them find employment (START EXTRA).

Name	Target group	Preference as a percentage of wage cost in the first year	Preference as a percentage of wage cost in the second year	Upper limit of the preference base
Start Plus	Following the expiry of GYES/GYED/GYET or nursing allowance, or mothers intending to work while on child care or unemployed, registered for at least 12 months for the 16 months who have not reached the retirement age	17% from the contribution payable by the employee (15% is paid instead of 32%), and no flat rate health contribution payment	7% from the contribution payable by the employee (25% is paid instead of 32%), and no flat rate health contribution payment	twice the minimum wage
Start Extra	Aged over 50 or no higher than basic qualifications and unemployed, registered at least for 12 months, in the last 16 months; unemployed receiving RÁT (stand-by support) from 1 January 2009, if they have not reached the retirement age	32% from the employer contribution (0% is payable instead of 32%), no flat rate health contribution payment	17% from the employer contribution (15% is payable instead of 32%), no flat rate health contribution payment	twice the minimum wage

In 2007, employer contributions made up 32% of the total wage cost. Employers employing employees with a Start Extra card were fully exempt from that during the first year of employment. All of the programs exempted employers from paying HUF 1,950 (approximately 3% of the minimum wage) in specific health contribution for both years.

Source: Cseres-Gergely-Scharle (2009).

Results:

Start PLUS:

- Between July 2007 and 31 December 2012 in total 90,164 people applied for START PLUS cards (of those 77,794 were employed)
- almost 45% of the people employed with START PLUS cards were in the Central Hungary and Southern Great Plain regions (34,940 people).
- the START PLUS cards disappeared in 2012 and the preferences attached to the card were available until 31 December 2013.

Start EXTRA:

- Between July 2007 and 31 December 2011 in total 91,219 people applied for START EXTRA cards, of whom 72,957 returned to the labour market with the help of the card. Composition of the employees:
- almost 41% (29,875 people) of the individuals employed with START EXTRA cards were in the Central Hungary and Southern Great Plain regions.
- the START EXTRA cards disappeared in 2012 and the preferences attached to the card were available until 31 December 2013.

START BONUS Card:

The START BONUS was introduced as an addition to the system of START cards system on 1 January 2012, irrespective from the SROP 1.2.1 project, implemented with co-financing from the European Union.

Scope of beneficiaries:

Jobseekers in a disadvantaged situation in terms of the labour market and jobseekers who have fully utilised their jobseeker's benefit. The term of validity of the card is one year from the date of issue, but in any case not longer than the period from the date of issue to the date of termination of the eligibility of the applicant for their old age pension.

The partial preference available for the employer for the tax calculation period equals the lower of 27 % of the (gross) wages or 150% of the minimum wage of natural persons holding a valid START BONUS card (employee) , as those wages are taken into account for calculating the tax base without charging the public dues and other deductions payable by the employee in the first year of employment.

Results:

- In total 76,723 individuals applied for START BONUS cards, of whom 63,767 individuals returned to the labour market with the help of the card.
- almost 44% (27,961 people) of the individuals employed with START BONUS cards were in the Central Hungary and North Great Plain regions.
- START BONUS cards disappeared in 2013 and the preferences attached to the card were available until 31 December 2013.

In total 258,106 people applied for START PLUS, EXTRA and BONUS cards, and 214,518 people with labour market disadvantages were able to find a job with the help of the cards. By the end of 2013, employment reached almost 130% of the projected target figure of 170,000.

The favourable results of employment with START cards were also confirmed by the findings of the monitoring reviews. The projected figure under the “number of people having long-term jobs on the labour market at the end of the 6th month after the expiry of the preferential contribution period” indicator was 30,000 people. According to data supplied by the National Tax and Customs Administration for the period up to 30 June 2014, a total of 146,338 people were employed at the end of the 6th month after the expiry of the preferential contribution period, i.e. more than two-thirds of the people employed with START PLUS, START EXTRA, and START BONUS cards were employed at the end of the six-month period after the expiry of the preferential period.

The project used HUF 53,782 billion to fund the preferential contribution and social contribution tax credit attached to the START PLUS, START EXTRA and START BONUS cards over the last 7 years.

III. Employment in public employment

Beneficiaries covered and the degree and conditions of partial relief

Pursuant to Act CXXIII of 2004 on the Promotion of Employment of Career Starters, Unemployed over the Age of Fifty and Jobseekers Looking for Jobs after Caring for Children or Family Members and on the Employment of Persons Receiving Grants (hereinafter: Employment Promotion Act)

public employers listed in Section 1 (3) of the Public Employment Act are entitled to partial relief from the social contribution tax in case they employ people within the framework of public employment.

Partial relief equals the lower of 13.5 % of the wages payable in public employment to natural persons with public employment contracts for the tax assessment period, as such wages are taken into account for calculating the tax base without charging any taxes payable by public employees or other deductions, and 13.5% of 130% of the wages guaranteed in public employment.

The partial relief available from the social contribution tax and other employment driven tax reliefs provided by an act may not be used simultaneously for the same person.

In public employment, employers may only apply the tax relief specified in the Employment Promotion Act.

IV. Part-time employment

Beneficiaries covered and the degree and conditions of partial relief

Pursuant to the Employment Promotion Act, an employer is entitled to partial relief from social contribution tax if the job of an employee returning from child care leave, provided that the employee received TGYÁS (pregnancy and maternity allowance), GYES or GYED (during the period), immediately after the return, is performed

- a) by the employee returning from the child care leave, and
- b) with regard to the child care leave of the employee referred to in Paragraph a),
 - ba) by the employee employed to perform the job of the former employee during the leave, or
 - bb) by the employee employed for the same or similar job as the job of the former employee after the expiry of the leave

within the framework of weekly 20 by20 hour part-time employment.

Partial relief equals the lower of 7 % of the wages of the employees referred to in Paragraphs a) and b), for the tax assessment period, taken into account during the calculation of the tax base without charging taxes payable by public employees or other deductions, and 7% of twice the minimum wage.

Partial relief from social contribution tax is available only if the conditions prevail for at least 1 year after the employee returns to employment from child care leave. However, partial relief is available for no more than 3 years when the conditions prevail.

Employers are not entitled to partial relief from the social contribution tax unless their headcount increases in comparison to the average statistical headcount of the month prior to the beginning of and is not reduced during the term of part-time employment.

Partial relief from the social contribution tax and any other employment driven partial tax holidays from social contribution tax provided by an act may not be claimed simultaneously for the same person.

V. Job Protection Action Plan

The amendments of legislation relating to the implementation of the Job Protection Action Plan (hereinafter: Action Plan) were announced on 15 October 2012. Two acts were approved for the

implementation of the Action Plan. The first one is Act CXLVI of 2012 on certain amendments required for the implementation of the Job Protection Action Plan. It is practically a package of amendments to several acts. The other is Act CXLVII of 2012 on the Specific Tax of Small Enterprises and on Small Enterprise Tax, which is a new tax act with independent provisions. The provisions of the promulgated acts entered into force gradually, on the first day after the promulgation, from 1 November, from 1 December 2012 and from 1 January 2013.

The Action Plan is aimed at boosting the economy with effective tax policy instruments, which can contribute to the attainment of the objectives by protecting existing jobs and creating new ones, and by strengthening predictability and simplicity in the tax system.

The measures defined in the Action Plan can be divided into three main categories:

- **Tax reliefs available for employers in view of employment**

The first category relates to the specific reduction of the tax burden of employers. The programme offers preferences to employee groups, where employment is significantly lower in Hungary than in the European Union. These groups are the employees aged 15-24, 55-64, employees with low qualifications and women with small children. Considering also that 47% of total unemployment is long-term unemployment (being jobless for more than 6 months), the members of that group can also be considered a separate disadvantaged employee group.

The legislative amendments related to the implementation of the Action Plan provide significant social contribution tax holidays to the employers of employees with labour market disadvantages to help them preserve existing jobs and create new ones.

From 1 January 2013 onward, the following new reliefs were made available from social contribution tax and from the vocational contribution payable by the employers.

- reliefs for employees aged less than 25,
- reliefs for employees aged over 55,
- reliefs for employees without any vocational qualifications,
- reliefs for employees who were long-term jobseekers,
- reliefs for employees with small children.

A long-term jobseeker is a person registered as a jobseeker by the public employment agency for at least 183 days during a period of 275 days prior to preferential employment. No period of public employment may be included in the period referred to above. The Action Plan applies to both new and current employees, and therefore the modifications can contribute to the retention of employees and the recruitment of new ones. Naturally, it follows from the logic of employment that retaining the jobs of employees aged over 55 is more important, while the measures can assist the creation of new jobs in the other categories. Tax reduction affects directly the employers who employ the employees indicated above but it can also have a positive impact on employees and jobseekers through job retention and the encouragement of job creation.

The preferences in detail:

- a) No vocational contribution is payable for the first two years of employment for:
 - career starter employees aged less than 25 and with no more than 180 days of employment
 - for employees finding a job after long-term unemployment (more than 6 months)
 - for employees employed after the disbursement of GYED and during or after the disbursement of GYES and child raising support (hereinafter Hungarian abbreviation:

GYET).

- b) For employees: 14.5% credit can be claimed from the 27% social contribution tax payable by the employer (i.e. 12.5% social contribution tax instead of 27%):
- aged less than 25
 - aged over 55
 - employed in jobs not requiring any vocational qualifications.
- c) The social contribution tax payable for wages will be 0% instead of 27% for the first two years of employment:
- for career starter employees aged less than 25 and with no more than 180 days of employment.
- d) The social contribution tax is 0% instead of 27% for the first two years of employment, and 14.5% credit can be claimed in the third year (i.e. 12.5% tax is payable instead of 28.5%) for employees:
- for employees finding a job after long-term unemployment (more than 6 months)
 - employed following the disbursement of GYED or during or following the disbursement of GYES and GYET.

Beneficiary group		Preference (up to HUF 100,000 gross monthly wages)			Payable tax (up to HUF 100,000 gross monthly wages)		
		From social contribution tax	From vocational contribution	Aggregated preference	Social contribution tax	Vocational contribution	Total rate of tax
Under 25 years of age	until that age	14.5%	0%	14.5%	12.5%	1.5%	14%
above 55 years of age	continuously above that age	14.5%	0%	14.5%	12.5%	1.5%	14%
No vocational qualifications	no time limit	14.5%	0%	14.5%	12.5%	1.5%	14%
Career starters	in the first 2 years	27%	1.5%	28.5%	0%	0%	0%
Long-term jobseekers	in the first 2 years	27%	1.5%	28.5%	0%	0%	0%
	in the 3rd year	14.5%	0%	14.5%	12.5%	1.5%	14%
Employees with small children	in the first 2 years	27%	1.5%	28.5%	0%	0%	0%
	in the 3rd year	14.5%	0%	14.5%	12.5%	1.5%	14%
14.5%	12.5%	1.5%	14%	28.5%	0%	0%	0%
	in the 4th and 5th year	14.5%	0%				

Source: Ministry of National Economy

The tax relief equals the lower of (gross) wages including the taxes payable by the employee and other deductions and HUF 100,000. Any amount above is taxable according to the general rules.

The introduced tax reliefs may not be combined with tax reliefs available under the START PLUS, START EXTRA or START BONUS cards.

According to available data in respect of the competitive sector, companies claimed the preferences introduced with the Action Plan for employing 603,181 disadvantaged employees on average in 2013 and for employing 780,846 disadvantaged employees on average in 2014.

- **New forms of taxation available for enterprises**

The second group consist of simpler and more favourable tax conditions developed for enterprises. In order to improve the tax conditions of small and medium-sized enterprises, to increase employment and to reduce the administration burden, the Action Plan introduced two optional tax types:

- the specific tax of small enterprises and
- the small enterprise tax.

The specific tax of small enterprises is a simple form for taxation for micro enterprises with no more than HUF 6 million sales revenues. The specific tax of small enterprises involves the monthly payment of HUF 50,000 in taxes if the small taxpayer works in the enterprise full-time, and HUF 25,000 a month if the small taxpayer works in the enterprise part-time. If annual sales revenues exceed HUF 6 million, 40% tax is payable on the income above that threshold. With the payment of the tax amounts indicated above, the new tax type replaces the company tax, the entrepreneur's income tax and personal income tax payable by small-scale taxpayers, the tax or flat rate tax and the contributions payable on the dividend base, health contribution, social contribution tax and vocational contribution, but it does not cover the taxes payable for any employee of the small-scale taxpayer. This new tax type could ease the tax burden significantly for entrepreneurs providing services to retail customers, such as mechanics, taxi drivers, hairdressers.

In addition to granting benefits to service providers, the Action Plan also introduced a new favourable employment friendly tax type for a large group of small enterprises employing fewer than 25 people. The small corporate tax replaces the taxes payable on the profits of the enterprise (corporation tax) and the taxes payable on wages (social contribution tax and vocational contribution). The basis of the new tax is the total of the profit of the small enterprise and the wage cost of its employees. Tax rate: 16%.

- **Measures assisting the financing and administration of enterprises**

The third group consists of measures that assist the financing and other accounting of enterprises.

- **Assistance to enterprises facing difficulties due to foreign exchange rate losses**

Companies that face difficulties due to foreign exchange rate losses also need to be supported, therefore companies did not have to include their losses arising from the fluctuation of foreign exchange rates in the calculation of their equity position for two years (2012-2013). Moreover, in the future, both exchange rate losses on investment loans denominated in foreign currency and on working capital loans can be carried over to subsequent years, because a lot of enterprises use such loans and credits in their operations.

Current regulations provide that decreases in corporate equity due to an exchange rate loss must be replenished. Companies that cannot do so, will be deleted from the company register ex officio due

to unrealised losses. This is too harsh a punishment imposed simply because of any Euro exposures existing on 31 December. Naturally, companies still have to present the loss in their books and must also resolve their equity problem in a medium term but they will not be obliged to wind up the business for that reason.

- **Cash-based VAT taxation**

The Action Plan introduced some rules to assist financing, according to which VAT becomes payable only after enterprises have collected the consideration from customers. This system also brought changes for customers, since they can only deduct VAT after paying the consideration for their purchases. Small enterprises with annual sales revenues below HUF 125 million may decide to select cash accounting for taxation purposes.

- **Simpler administration of cash on hand**

In 2011 the Government significantly raised the permitted amount of cash on hand on closing date, but the regulation still required a great deal of administration from the enterprises, which is why this restrictive rule was lifted on 1 January 2013.

VI. Active labour market measures - Support available under the National Employment Fund

1. Support for promoting employment

In an effort to promote the employment of workers with reduced working capacity, to enable them to return to the open labour market and to eliminate the employment disadvantages arising from their condition, wage subsidy is available in Hungary for promoting rehabilitation employment. The EU entered into force new regulations in relation to the support form promoting employment, which is regulated in the Employment Act and in other implementing regulations.

In order to comply with Commission Regulation 1407/2013/EU (18 December 2013) on the applications of Sections 107 and 108 on the Treaty Functioning of the European Union to de minimis aid (de minimis regulation) and Commission Regulation 651/2014/EU (17 June 2014) declaring certain categories of aid compatible with the internal market in application of Section 107 and 108 of the Treaty on the Functioning of the European Union (General Block Exemption Regulation), certain Government Decrees regulating employment promotion support had to be modified. The modifications are included in the Decree of the Minister of Labour No. 6/1996 (VII.16.) on support promoting employment and support that may be granted from the Labour Market Fund to manage crises situations and in the Decree of the Minister of National Economy No. 8/2015. (III. 30.) on the amendment of the Decree of the Minister of Economy No. 30/2000 (IX. 15) on labour market services and support available for them.

2. Support promoting the employment of disadvantaged jobseekers

This aid is tied to the employment of persons who have been absent from the labour market and thus are in a disadvantaged situation not owing to damage to health or the reduction of working capacity, rather owing to a given life situation, (such as career start, care of a child or close relative, long-term unemployment, persons aged above 50, or with a low education not exceeding primary level). Accordingly, this support is also available if a jobseeker with reduced working capacity and showing specified labour market characteristics is employed.

Persons absent long-term from the labour market:

- a) young career starters,
- b) any person who intends to establish an employment relationship within one year (365 days) after the termination of the payment of child home care allowance (GYES), child care fee (GYED) child raising support (GYET) or nursing fee, or those who intend to take up a job while receiving GYES after the child has reached the age of one, assuming that they are not in any employment relationship;
- c) long-term jobseekers,
- d) jobseekers eligible for availability support.

Young career-starters are persons under 25 years of age – under 30 years of age for persons with a degree – meeting the conditions required for the establishment of a working contractual relationship and holding a valid START card. Preferences available against employment with a START card are indicated above.

Active instruments 2011:

	Number of participants affected by active instruments							
	Support to employment promotion training	Income substituting benefit for the time of participation in a jobseekers' club	Wage support	Support assisting jobseekers in becoming entrepreneurs	Support to public employment	Payroll support	Support to long distance travel	Support to training provided by the employer
Highest level of education	Men							
Less than primary school	358	0	307	5	149	185	2	0
Primary school	5,800	16	4,185	320	877	2,990	54	52
Primary or lower, total	6,158	16	4,492	325	1,026	3,175	56	52
Vocational, trade school	5,318	36	4,821	1,219	925	4,733	92	173
Secondary vocational school, technical school	4,192	35	2,213	843	305	2,061	58	82
Secondary grammar school	2,252	15	925	391	150	832	25	41
College, university	798	19	537	511	102	722	13	31
Total	18,718	121	12,988	3,289	2,508	11,523	244	379
Age group								
Under 20 years	1,122	7	371	12	40	273	5	3
20-24	5,768	47	2,712	282	319	2,109	63	20
Total for under 25 years	6,890	54	3,083	294	359	2,382	68	23
25-44	8,627	49	5,776	2,172	1,221	4,362	100	209
45-49	1,264	6	1,020	341	291	1,112	22	75
over 50 years	1,781	13	2,849	444	565	3,296	50	69
Total	18,562	122	12,728	3,251	2,436	11,152	240	376
Highest level of education	Women							
Less than primary school	202	1	126	11	84	160	5	0
Primary school	3,058	23	3,407	287	808	3,487	130	37
Primary or lower, total	3,260	24	3,533	298	892	3,647	135	37
Vocational, trade school	2,681	42	3,571	760	643	3,516	187	71
Secondary vocational school, technical school	4,452	76	3,385	1,029	531	3,059	151	211

Secondary grammar school	3,629	59	2,630	823	394	2,358	91	104
College, university	1,698	33	1,471	650	240	1,509	66	106
Total	15,720	234	14,590	3,560	2,700	14,089	630	529
Age group								
Under 20 years	510	9	276	20	25	204	9	0
20-24	3,572	74	2,815	445	333	2,280	142	21
Total for under 25 years	4,082	83	3,091	465	358	2,484	151	21
25-44	8,409	109	7,145	2,290	1,471	5,342	248	332
45-49	1,448	21	1,256	340	365	1,644	103	81
over 50 years	1,597	24	2,814	410	458	4,129	111	88
Total	15,536	237	14,306	3,505	2,652	13,599	613	522
Highest level of education	Total							
Less than primary school	560	1	433	16	233	345	7	0
Primary school	8,858	39	7,592	607	1,685	6,477	184	89
Primary or lower, total	9,418	40	8,025	623	1,918	6,822	191	89
Vocational, trade school	7,999	78	8,392	1,979	1,568	8,249	279	244
Secondary vocational school, technical school	8,644	111	5,598	1,872	836	5,120	209	293
Secondary grammar school	5,881	74	3,555	1,214	544	3,190	116	145
College, university	2,496	52	2,008	1,161	342	2,231	79	137
Total	34,438	355	27,578	6,849	5,208	25,612	874	908
Under 20 years	1,632	16	647	32	65	477	14	3
20-24	9,340	121	5,527	727	652	4,389	205	41
Total for under 25 years	10,972	137	6,174	759	717	4,866	219	44
25-44	17,036	158	12,921	4,462	2,692	9,704	348	541
45-49	2,712	27	2,276	681	656	2,756	125	156
over 50 years	3,378	37	5,663	854	1,023	7,425	161	157
Total	34,098	359	27,034	6,756	5,088	24,751	853	898

Second half of the table:

Ratio of participants affected by active instruments %

	Support to employment promotion training	Income substituting benefit for the time of participation in a jobseekers' club	Wage support	Support assisting jobseekers in becoming entrepreneurs	Support to public employment	Payroll support	Support to long distance travel	Support to training provided by the employer
Highest level of education	Men							
Less than primary school	1.9	0.0	2.4	0.2	5.9	1.6	0.8	0.0
Primary school	31.0	13.2	32.2	9.7	35.0	25.9	22.1	13.7
Primary or lower, total	32.9	13.2	34.6	9.9	40.9	27.6	23.0	13.7
Vocational, trade school	28.4	29.8	37.1	37.1	36.9	41.1	37.7	45.6
Secondary vocational school, technical school	22.4	28.9	17.0	25.6	12.2	17.9	23.8	21.6
Secondary grammar school	12.0	12.4	7.1	11.9	6.0	7.2	10.2	10.8
College, university	4.3	15.7	4.1	15.5	4.1	6.3	5.3	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								
Under 20 years	6.0	5.7	2.9	0.4	1.6	2.4	2.1	0.8
20-24	31.1	38.5	21.3	8.7	13.1	18.9	26.3	5.3
Total for under 25 years	37.1	44.3	24.2	9.0	14.7	21.4	28.3	6.1
25-44	46.5	40.2	45.4	66.8	50.1	39.1	41.7	55.6
45-49	6.8	4.9	8.0	10.5	11.9	10.0	9.2	19.9
over 50 years	9.6	10.7	22.4	13.7	23.2	29.6	20.8	18.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Women							
Less than primary school	1.3	0.4	0.9	0.3	3.1	1.1	0.8	0.0
Primary school	19.5	9.8	23.4	8.1	29.9	24.7	20.6	7.0
Primary or lower, total	20.7	10.3	24.2	8.4	33.0	25.9	21.4	7.0
Vocational, trade school	17.1	17.9	24.5	21.3	23.8	25.0	29.7	13.4
Secondary vocational school, technical school	28.3	32.5	23.2	28.9	19.7	21.7	24.0	39.9
Secondary grammar school	23.1	25.2	18.0	23.1	14.6	16.7	14.4	19.7
College, university	10.8	14.1	10.1	18.3	8.9	10.7	10.5	20.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								

Under 20 years	3.3	3.8	1.9	0.6	0.9	1.5	1.5	0.0
20-24	23.0	31.2	19.7	12.7	12.6	16.8	23.2	4.0
Total for under 25 years	26.3	35.0	21.6	13.3	13.5	18.3	24.6	4.0
25-44	54.1	46.0	49.9	65.3	55.5	39.3	40.5	63.6
45-49	9.3	8.9	8.8	9.7	13.8	12.1	16.8	15.5
over 50 years	10.3	10.1	19.7	11.7	17.3	30.4	18.1	16.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Total							
Less than primary school	1.6	0.3	1.6	0.2	4.5	1.3	0.8	0.0
Primary school	25.7	11.0	27.5	8.9	32.4	25.3	21.1	9.8
Primary or lower, total	27.3	11.3	29.1	9.1	36.8	26.6	21.9	9.8
Vocational, trade school	23.2	22.0	30.4	28.9	30.1	32.2	31.9	26.9
Secondary vocational school, technical school	25.1	31.3	20.3	27.3	16.1	20.0	23.9	32.3
Secondary grammar school	17.1	20.8	12.9	17.7	10.4	12.5	13.3	16.0
College, university	7.2	14.6	7.3	17.0	6.6	8.7	9.0	15.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 20 years	4.8	4.5	2.4	0.5	1.3	1.9	1.6	0.3
20-24	27.4	33.7	20.4	10.8	12.8	17.7	24.0	4.6
Total for under 25 years	32.2	38.2	22.8	11.2	14.1	19.7	25.7	4.9
25-44	50.0	44.0	47.8	66.0	52.9	39.2	40.8	60.2
45-49	8.0	7.5	8.4	10.1	12.9	11.1	14.7	17.4
over 50 years	9.9	10.3	20.9	12.6	20.1	30.0	18.9	17.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Active instruments 2012:

	Number of participants affected by active instruments							
	Income substituting benefit for the time of participation in a jobseekers' club	Support assisting jobseekers in becoming entrepreneurs	Payroll support	Wage support	Support to employment promotion training	Support to long distance travel	Support to public employment	Training support in employment
Highest level of education	Men							
Less than primary school	0	5	202	266	541	0	2	1

Primary school	18	203	3,020	4,027	8,502	45	25	35
Primary or lower, total	18	208	3,222	4,293	9,043	45	27	36
Vocational, trade school	20	698	4,946	5,371	7,337	76	28	133
Secondary vocational school, technical school	36	576	2,678	2,915	4,649	49	16	71
Secondary grammar school	11	291	1,254	1,268	2,453	21	7	35
College, university	12	322	940	785	873	25	6	8
Total	97	2,095	13,040	14,632	24,355	216	84	283
Age group								
Under 20 years	2	13	1,103	478	1,202	22	3	1
20-24	30	200	4,455	3,558	7,183	94	18	28
Total for under 25 years	32	213	5,558	4,036	8,384	116	21	29
25-44	48	1,340	2,372	7,459	10,540	54	38	160
45-49	6	196	534	1,276	1,897	11	11	44
over 50 years	12	322	4,223	1,709	3,238	33	14	40
Total	98	2,071	12,687	14,480	24,059	214	84	273
Highest level of education								
						Women		
Less than primary school	1	11	138	118	660	4	3	0
Primary school	13	225	3,159	3,554	6,446	65	31	26
Primary or lower, total	14	236	3,297	3,672	7,106	69	34	26
Vocational, trade school	41	559	3,179	4,102	4,066	88	28	76
Secondary vocational school, technical school	73	781	3,660	4,358	4,685	104	27	217
Secondary grammar school	62	546	3,016	3,407	3,835	68	13	82
College, university	30	442	1,943	2,084	1,568	48	21	25
Total	220	2,564	15,095	17,623	21,260	377	123	426
Age group								
Under 20 years	6	29	685	301	495	10	0	0
20-24	60	358	5,127	3,822	4,237	134	16	11
Total for under 25 years	66	387	5,812	4,123	4,732	144	16	11
25-44	109	1,531	2,864	9,779	10,692	113	62	289
45-49	13	218	850	1,646	2,374	42	24	61
over 50 years	33	372	5,110	1,895	3,110	71	20	61
Total	221	2,508	14,636	17,443	20,908	370	122	422
Highest level of education								
						Total		
Less than primary school	1	16	340	384	1,201	4	5	1

Primary school	31	428	6,179	7,581	14,948	110	56	61
Primary or lower, total	32	444	6,519	7,965	16,149	114	61	62
Vocational, trade school	61	1,257	8,125	9,473	11,403	164	56	209
Secondary vocational school, technical school	109	1,357	6,338	7,273	9,334	153	43	288
Secondary grammar school	73	837	4,270	4,675	6,288	89	20	117
College, university	42	764	2,883	2,869	2,441	73	27	33
Total	317	4,659	28,135	32,255	45,615	593	207	709
Under 20 years	8	42	1,788	779	1,697	32	3	1
20-24	90	558	9,582	7,380	11,420	228	34	39
Total for under 25 years	98	600	11,370	8,159	13,116	260	37	40
25-44	157	2,871	5,236	17,238	21,232	167	100	449
45-49	19	414	1,384	2,922	4,271	53	35	105
over 50 years	45	694	9,333	3,604	6,348	104	34	101
Total	319	4,579	27,323	31,923	44,967	584	206	695

Second half of the table:

	Ratio of participants involved in active instruments %							
	Income substituting benefit for the time of participation in a jobseekers' club	Support assisting jobseekers in becoming entrepreneurs	Payroll support	Wage support	Support to employment promotion training	Support to long distance travel	Support to public employment	Training support in employment
Highest level of education	Men							
Less than primary school	0.0	0.2	1.5	1.8	2.2	0.0	2.4	0.4
Primary school	18.6	9.7	23.2	27.5	34.9	20.8	29.8	12.4
Primary or lower, total	18.6	9.9	24.7	29.3	37.1	20.8	32.1	12.7
Vocational, trade school	20.6	33.3	37.9	36.7	30.1	35.2	33.3	47.0
Secondary vocational school, technical school	37.1	27.5	20.5	19.9	19.1	22.7	19.0	25.1
Secondary grammar school	11.3	13.9	9.6	8.7	10.1	9.7	8.3	12.4
College, university	12.4	15.4	7.2	5.4	3.6	11.6	7.1	2.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								
Under 20 years	2.0	0.6	8.7	3.3	5.0	10.3	3.6	0.4

20-24	30.6	9.7	35.1	24.6	29.9	43.9	21.4	10.3
Total for under 25 years	32.7	10.3	43.8	27.9	34.8	54.2	25.0	10.6
25-44	49.0	64.7	18.7	51.5	43.8	25.2	45.2	58.6
45-49	6.1	9.5	4.2	8.8	7.9	5.1	13.1	16.1
over 50 years	12.2	15.5	33.3	11.8	13.5	15.4	16.7	14.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Women							
Less than primary school	0.5	0.4	0.9	0.7	3.1	1.1	2.4	0.0
Primary school	5.9	8.8	20.9	20.2	30.3	17.2	25.2	6.1
Primary or lower, total	6.4	9.2	21.8	20.8	33.4	18.3	27.6	6.1
Vocational, trade school	18.6	21.8	21.1	23.3	19.1	23.3	22.8	17.8
Secondary vocational school, technical school	33.2	30.5	24.2	24.7	22.0	27.6	22.0	50.9
Secondary grammar school	28.2	21.3	20.0	19.3	18.0	18.0	10.6	19.2
College, university	13.6	17.2	12.9	11.8	7.4	12.7	17.1	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								
Under 20 years	2.7	1.2	4.7	1.7	2.4	2.7	0.0	0.0
20-24	27.1	14.3	35.0	21.9	20.3	36.2	13.1	2.6
Total for under 25 years	29.9	15.4	39.7	23.6	22.6	38.9	13.1	2.6
25-44	49.3	61.0	19.6	56.1	51.1	30.5	50.8	68.5
45-49	5.9	8.7	5.8	9.4	11.4	11.4	19.7	14.5
over 50 years	14.9	14.8	34.9	10.9	14.9	19.2	16.4	14.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Total							
Less than primary school	0.3	0.3	1.2	1.2	2.6	0.7	2.4	0.1
Primary school	9.8	9.2	22.0	23.5	32.8	18.5	27.1	8.6
Primary or lower, total	10.1	9.5	23.2	24.7	35.4	19.2	29.5	8.7
Vocational, trade school	19.2	27.0	28.9	29.4	25.0	27.7	27.1	29.5
Secondary vocational school, technical school	34.4	29.1	22.5	22.5	20.5	25.8	20.8	40.6
Secondary grammar school	23.0	18.0	15.2	14.5	13.8	15.0	9.7	16.5
College, university	13.2	16.4	10.2	8.9	5.4	12.3	13.0	4.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 20 years	2.5	0.9	6.5	2.4	3.8	5.5	1.5	0.1
20-24	28.2	12.2	35.1	23.1	25.4	39.0	16.5	5.6
Total for under 25 years	30.7	13.1	41.6	25.6	29.2	44.5	18.0	5.8

25-44	49.2	62.7	19.2	54.0	47.2	28.6	48.5	64.6
45-49	6.0	9.0	5.1	9.2	9.5	9.1	17.0	15.1
over 50 years	14.1	15.2	34.2	11.3	14.1	17.8	16.5	14.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Active instruments 2013:

Highest level of education	Number of participants affected by active instruments							
	Income substituting benefit for the time of participation in a jobseekers' club	Support assisting jobseekers in becoming entrepreneurs	Payroll support	Wage support	Support to employment promotion training	Support to long distance travel	Support to public employment	Training support in employment
	Men							
Less than primary school	0	6	376	290	3,903	0	6	1
Primary school	56	221	9,521	4,644	29,932	44	75	40
Primary or lower, total	56	227	9,897	4,934	33,835	44	81	41
Vocational, trade school	36	733	10,399	6,667	20,452	70	78	133
Secondary vocational school, technical school	57	623	6,531	3,497	8,480	61	45	73
Secondary grammar school	24	320	3,916	1,632	4,418	28	21	28
College, university	23	346	1,796	971	1,242	30	18	9
Total	196	2,249	32,539	17,701	68,427	233	243	284
	Women							
Age group								
Under 20 years	12	12	7,328	606	3,187	25	9	0
20-24	72	228	10,145	4,341	15,231	128	51	32
Total for under 25 years	84	240	17,473	4,947	18,418	153	60	32
25-44	73	1,458	4,359	8,879	30,279	52	108	160
45-49	11	218	837	1,534	6,629	8	33	41
over 50 years	27	298	9,229	2,195	12,151	18	42	41
Total	195	2,214	31,898	17,555	67,477	231	243	274
	Women							
Highest level of education								
Less than primary school	2	9	243	131	4,930	4	9	0

Primary school	44	241	10,307	4,093	27,893	54	90	21
Primary or lower, total	46	250	10,550	4,224	32,823	58	99	21
Vocational, trade school	59	554	6,677	5,077	12,439	87	81	50
Secondary vocational school, technical school	106	742	8,604	5,458	8,685	118	78	190
Secondary grammar school	92	530	8,566	4,382	7,290	79	39	67
College, university	46	434	3,636	2,441	2,124	50	63	19
Total	349	2,510	38,033	21,582	63,361	392	360	347
Age group								
Under 20 years	13	26	7,630	353	1,522	13	0	0
20-24	91	346	12,193	4,653	9,852	173	48	9
Total for under 25 years	104	372	19,823	5,006	11,374	186	48	9
25-44	157	1,505	5,707	11,866	31,567	113	183	231
45-49	29	260	1,368	2,078	8,094	35	66	52
over 50 years	58	319	10,246	2,390	11,106	54	60	47
Total	348	2,456	37,144	21,340	62,141	388	357	339
Highest level of education	Total							
Less than primary school	2	15	619	421	8,833	4	15	1
Primary school	100	462	19,828	8,737	57,825	98	165	61
Primary or lower, total	102	477	20,447	9,158	66,658	102	180	62
Vocational, trade school	95	1,287	17,076	11,744	32,891	157	159	183
Secondary vocational school, technical school	163	1,365	15,135	8,955	17,165	179	123	263
Secondary grammar school	116	850	12,482	6,014	11,708	107	60	95
College, university	69	780	5,432	3,412	3,366	80	81	28
Total	545	4,759	70,572	39,283	131,788	625	603	631
Under 20 years	25	38	14,958	959	4,709	38	9	0
20-24	163	574	22,338	8,994	25,083	301	99	41
Total for under 25 years	188	612	37,296	9,953	29,792	339	108	41
25-44	230	2,963	10,066	20,745	61,846	165	291	391
45-49	40	478	2,205	3,612	14,723	43	99	93
over 50 years	85	617	19,475	4,585	23,257	72	102	88
Total	543	4,670	69,042	38,895	129,618	619	600	613

Second half of the table:

	Ratio of participants involved in active instruments %							
Highest level of education	Income substituting	Support assisting	Wage cost	Wage support	Support to employment	Support to long	Support to public	Training support in

	benefit for the time of participation in a jobseekers' club	jobseekers in becoming entrepreneurs	support		promotion training	distance travel	employment	employment
	Men							
Less than primary school	0.0	0.3	1.2	1.6	5.7	0.0	2.5	0.4
Primary school	28.6	9.8	29.3	26.2	43.7	18.9	30.9	14.1
Primary or lower, total	28.6	10.1	30.4	27.9	49.4	18.9	33.3	14.4
Vocational, trade school	18.4	32.6	32.0	37.7	29.9	30.0	32.1	46.8
Secondary vocational school, technical school	29.1	27.7	20.1	19.8	12.4	26.2	18.5	25.7
Secondary grammar school	12.2	14.2	12.0	9.2	6.5	12.0	8.6	9.9
College, university	11.7	15.4	5.5	5.5	1.8	12.9	7.4	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								
Under 20 years	6.2	0.5	23.0	3.5	4.7	10.8	3.7	0.0
20-24	36.9	10.3	31.8	24.7	22.6	55.4	21.0	11.7
Total for under 25 years	43.1	10.8	54.8	28.2	27.3	66.2	24.7	11.7
25-44	37.4	65.9	13.7	50.6	44.9	22.5	44.4	58.4
45-49	5.6	9.8	2.6	8.7	9.8	3.5	13.6	15.0
over 50 years	13.8	13.5	28.9	12.5	18.0	7.8	17.3	15.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Women							
Less than primary school	0.6	0.4	0.6	0.6	7.8	1.0	2.5	0.0
Primary school	12.6	9.6	27.1	19.0	44.0	13.8	25.0	6.1
Primary or lower, total	13.2	10.0	27.7	19.6	51.8	14.8	27.5	6.1
Vocational, trade school	16.9	22.1	17.6	23.5	19.6	22.2	22.5	14.4
Secondary vocational school, technical school	30.4	29.6	22.6	25.3	13.7	30.1	21.7	54.8
Secondary grammar school	26.4	21.1	22.5	20.3	11.5	20.2	10.8	19.3
College, university	13.2	17.3	9.6	11.3	3.4	12.8	17.5	5.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Age group									
Under 20 years	3.7	1.1	20.5	1.7	2.4	3.4	0.0	0.0	
20-24	26.1	14.1	32.8	21.8	15.9	44.6	13.4	2.7	
Total for under 25 years	29.9	15.1	53.4	23.5	18.3	47.9	13.4	2.7	
25-44	45.1	61.3	15.4	55.6	50.8	29.1	51.3	68.1	
45-49	8.3	10.6	3.7	9.7	13.0	9.0	18.5	15.3	
over 50 years	16.7	13.0	27.6	11.2	17.9	13.9	16.8	13.9	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Highest level of education	Total								
Less than primary school	0.4	0.3	0.9	1.1	6.7	0.6	2.5	0.2	
Primary school	18.3	9.7	28.1	22.2	43.9	15.7	27.4	9.7	
Primary or lower, total	18.7	10.0	29.0	23.3	50.6	16.3	29.9	9.8	
Vocational, trade school	17.4	27.0	24.2	29.9	25.0	25.1	26.4	29.0	
Secondary vocational school, technical school	29.9	28.7	21.4	22.8	13.0	28.6	20.4	41.7	
Secondary grammar school	21.3	17.9	17.7	15.3	8.9	17.1	10.0	15.1	
College, university	12.7	16.4	7.7	8.7	2.6	12.8	13.4	4.4	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Under 20 years	4.6	0.8	21.7	2.5	3.6	6.1	1.5	0.0	
20-24	30.0	12.3	32.4	23.1	19.4	48.6	16.5	6.7	
Total for under 25 years	34.6	13.1	54.0	25.6	23.0	54.8	18.0	6.7	
25-44	42.4	63.4	14.6	53.3	47.7	26.7	48.5	63.8	
45-49	7.4	10.2	3.2	9.3	11.4	6.9	16.5	15.2	
over 50 years	15.7	13.2	28.2	11.8	17.9	11.6	17.0	14.4	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

Active instruments 2014:

	Number of participants affected by active instruments							
	Support to employment promotion training	Income substituting benefit for the time of participation in a jobseekers' club	Wage support	Support assisting jobseekers in becoming entrepreneurs	Support to public employment	Wage cost support	Support to long distance travel	Support to training provided by the employer
Highest level of education	Men							
Less than primary school	0	5	214	192	6,199	1	2	1
Primary school	62	249	10,236	3,118	44,885	47	25	83
Primary or lower, total	62	254	10,450	3,310	51,084	48	27	84
Vocational, trade school	36	1,062	4,825	4,684	27,196	60	26	208
Secondary vocational school, technical school	51	800	4,159	2,438	10,645	60	15	106
Secondary grammar school	17	361	3,421	1,140	5,781	22	7	35
College, university	16	402	828	612	1,603	19	6	11
Total	182	2,879	23,683	12,184	96,309	209	81	444
Age group								
Under 20 years	10	15	10,259	384	5,148	22	3	3
20-24	64	285	6,626	3,066	20,158	114	17	43
Total for under 25 years	74	300	16,885	3,450	25,306	136	20	46
25-44	69	1,870	2,355	6,090	42,675	49	36	248
45-49	10	282	437	1,024	9,536	7	11	67
over 50 years	28	382	3,758	1,500	17,533	17	14	71
Total	181	2,834	23,435	12,064	95,050	209	81	432
Highest level of education	Women							
Less than primary school	2	10	158	63	7,595	5	3	2
Primary school	75	255	11,752	2,394	41,864	53	30	20
Primary or lower, total	77	265	11,910	2,457	49,459	58	33	22
Vocational, trade school	63	648	3,498	3,358	17,537	93	27	64
Secondary vocational school, technical school	102	956	5,757	3,873	12,235	117	26	186
Secondary grammar school	96	651	7,002	3,076	10,489	80	13	63

College, university	43	540	1,693	1,457	2,847	45	21	39
Total	381	3,060	29,860	14,221	92,567	393	120	374
Age group								
Under 20 years	11	31	12,144	254	2,715	9	0	0
20-24	100	427	8,736	3,278	14,324	170	16	5
Total for under 25 years	111	458	20,880	3,532	17,039	179	16	5
25-44	173	1,865	2,951	7,756	46,186	128	61	246
45-49	31	334	618	1,285	11,432	33	22	57
over 50 years	67	344	5,057	1,521	16,242	53	20	59
Total	382	3,001	29,506	14,094	90,899	393	119	367
Highest level of education	Total							
Less than primary school	2	15	372	255	13,794	6	5	3
Primary school	137	504	21,988	5,512	86,749	100	55	103
Primary or lower, total	139	519	22,360	5,767	100,543	106	60	106
Vocational, trade school	99	1,710	8,323	8,042	44,733	153	53	272
Secondary vocational school, technical school	153	1,756	9,916	6,311	22,880	177	41	292
Secondary grammar school	113	1,012	10,423	4,216	16,270	102	20	98
College, university	59	942	2,521	2,069	4,450	64	27	50
Total	563	5,939	53,543	26,405	188,876	602	201	818
Under 20 years	21	46	22,403	638	7,863	31	3	3
20-24	164	712	15,362	6,344	34,482	284	33	48
Total for under 25 years	185	758	37,765	6,982	42,345	315	36	51
25-44	242	3,735	5,306	13,846	88,861	177	97	494
45-49	41	616	1,055	2,309	20,968	40	33	124
over 50 years	95	726	8,815	3,021	33,775	70	34	130
Total	563	5,835	52,941	26,158	185,949	602	200	799

Second half of the table:

	Ratio of participants involved in active instruments %							
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	Support to employment promotion training	Income substituting benefit for the time of participation in a jobseekers' club	Wage support	Support assisting jobseekers in becoming entrepreneurs	Support to public employment	Payroll support	Support to long distance travel	Support to training provided by the employer
Highest level of education	Men							
Less than primary school	1.9	0.0	2.4	0.2	5.9	1.6	0.8	0.0
Primary school	31.0	13.2	32.2	9.7	35.0	25.9	22.1	13.7
Primary or lower, total	32.9	13.2	34.6	9.9	40.9	27.6	23.0	13.7
Vocational, trade school	28.4	29.8	37.1	37.1	36.9	41.1	37.7	45.6
Secondary vocational school, technical school	22.4	28.9	17.0	25.6	12.2	17.9	23.8	21.6
Secondary grammar school	12.0	12.4	7.1	11.9	6.0	7.2	10.2	10.8
College, university	4.3	15.7	4.1	15.5	4.1	6.3	5.3	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								
Under 20 years	6.0	5.7	2.9	0.4	1.6	2.4	2.1	0.8
20-24	31.1	38.5	21.3	8.7	13.1	18.9	26.3	5.3
Total for under 25 years	37.1	44.3	24.2	9.0	14.7	21.4	28.3	6.1
25-44	46.5	40.2	45.4	66.8	50.1	39.1	41.7	55.6
45-49	6.8	4.9	8.0	10.5	11.9	10.0	9.2	19.9
over 50 years	9.6	10.7	22.4	13.7	23.2	29.6	20.8	18.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Women							
Less than primary school	1.3	0.4	0.9	0.3	3.1	1.1	0.8	0.0
Primary school	19.5	9.8	23.4	8.1	29.9	24.7	20.6	7.0
Primary or lower, total	20.7	10.3	24.2	8.4	33.0	25.9	21.4	7.0
Vocational, trade school	17.1	17.9	24.5	21.3	23.8	25.0	29.7	13.4
Secondary vocational school, technical school	28.3	32.5	23.2	28.9	19.7	21.7	24.0	39.9
Secondary grammar school	23.1	25.2	18.0	23.1	14.6	16.7	14.4	19.7
College, university	10.8	14.1	10.1	18.3	8.9	10.7	10.5	20.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age group								

Under 20 years	3.3	3.8	1.9	0.6	0.9	1.5	1.5	0.0
20-24	23.0	31.2	19.7	12.7	12.6	16.8	23.2	4.0
Total for under 25 years	26.3	35.0	21.6	13.3	13.5	18.3	24.6	4.0
25-44	54.1	46.0	49.9	65.3	55.5	39.3	40.5	63.6
45-49	9.3	8.9	8.8	9.7	13.8	12.1	16.8	15.5
over 50 years	10.3	10.1	19.7	11.7	17.3	30.4	18.1	16.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Highest level of education	Total							
Less than primary school	1.6	0.3	1.6	0.2	4.5	1.3	0.8	0.0
Primary school	25.7	11.0	27.5	8.9	32.4	25.3	21.1	9.8
Primary or lower, total	27.3	11.3	29.1	9.1	36.8	26.6	21.9	9.8
Vocational, trade school	23.2	22.0	30.4	28.9	30.1	32.2	31.9	26.9
Secondary vocational school, technical school	25.1	31.3	20.3	27.3	16.1	20.0	23.9	32.3
Secondary grammar school	17.1	20.8	12.9	17.7	10.4	12.5	13.3	16.0
College, university	7.2	14.6	7.3	17.0	6.6	8.7	9.0	15.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 20 years	4.8	4.5	2.4	0.5	1.3	1.9	1.6	0.3
20-24	27.4	33.7	20.4	10.8	12.8	17.7	24.0	4.6
Total for under 25 years	32.2	38.2	22.8	11.2	14.1	19.7	25.7	4.9
25-44	50.0	44.0	47.8	66.0	52.9	39.2	40.8	60.2
45-49	8.0	7.5	8.4	10.1	12.9	11.1	14.7	17.4
over 50 years	9.9	10.3	20.9	12.6	20.1	30.0	18.9	17.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: National Employment Service

Number of participants involved in public employment, by sex, age group and highest level of education

	2011	2012	2013	2014
Highest level of education	men			
Less than primary school	11,623	11,566	12,920	14,946
Primary school	68,050	75,869	83,093	93,403
Vocational, trade school	46,375	55,863	60,748	65,163
Secondary grammar school	4,746	5,682	6,942	9,092
Secondary vocational school, technical school	9,620	11,496	13,470	16,227
College, university	1,816	2,291	2,420	3,383

Total	142,212	162,676	179,338	201,913
Age group				
Under 20 years	17,599	23,140	6,201	10,544
20-24	20,228	20,895	26,897	32,803
25-44	74,744	78,252	84,143	96,134
45-49	20,583	22,179	22,851	25,553
over 50 years	9,058	18,576	48,383	57,459
Total	142,212	162,676	179,338	201,913
Highest level of education				
				women
Less than primary school	9,444	7,257	11,016	14,190
Primary school	48,783	43,034	60,393	75,926
Vocational, trade school	24,343	22,398	28,905	36,008
Secondary grammar school	10,476	10,193	13,390	19,798
Secondary vocational school, technical school	11,963	12,002	15,091	21,885
College, university	3,853	4,331	4,418	6,667
Total	108,831	99,119	133,011	174,157
Age group				
Under 20 years	10,209	9,491	2,142	4,942
20-24	14,694	12,191	15,187	22,965
25-44	63,443	54,934	69,217	93,061
45-49	15,273	13,737	19,029	24,845
over 50 years	5,212	8,922	32,517	44,066
Total	108,831	99,119	133,011	174,157
Highest level of education				
				total
Less than primary school	21,067	18,821	23,932	29,131
Primary school	116,832	118,901	143,467	169,303
Vocational, trade school	70,718	78,259	89,643	101,148
Secondary grammar school	15,222	15,870	20,328	28,886
Secondary vocational school, technical school	21,583	23,496	28,557	38,105
College, university	5,669	6,622	6,837	10,049
Total	251,042	261,782	312,307	376,004
Under 20 years	27,807	32,624	8,338	15,481
20-24	34,922	33,084	42,074	55,744
25-44	138,187	133,184	153,346	189,179

45-49	35,856	35,915	41,877	50,394
over 50 years	14,270	27,497	80,896	101,520
Total	251,042	261,782	312,307	376,004

Source: Ministry of Interior

VII. EU co-financed labour market programmes to promote the employment of people with disadvantages

1. SROP 1.1.1 - “Promoting the rehabilitation and employment of persons with reduced work capacity”

Target group: People with health damages. Individuals receiving rehabilitation allowance pursuant to Act LXXXIV of 2007 and clients with 40-79% health damage, for whom the Central Administration of National Pension Insurance (hereinafter: CANPI) did not approve any allowance due to lack of eligibility but on whom a complex assessment was prepared by the National Rehabilitation and Social Experts Institute.

The programme aimed to provide employment rehabilitation services to individuals with reduced working ability, living with health damages, with the help of which they could return to their former jobs or find a new one. A further objective of the programme was to encourage employers to hire people receiving rehabilitation allowance.

The project was implemented between 1 March 2008 and 28 February 2013 with total cost at HUF 15,382,040,000.

The instruments involved in the programme included training, work tests in assisted employment, obtaining practice and experience at work, self-employment, improving labour market opportunities of individuals and development of personal competences.

Training activities (catch-up, trade revision, skill development, basic professional, job training or new trade, etc.) played a major role of supports as those were designed to improve significantly the situation of persons in line with their aspirations and the local/regional labour market needs..

The mentoring service was given a special role among the labour market services that helped the implementation of the programme through the provision of continuous personalised assistance to participants. The tasks of the mentor included exploring the situation and labour market opportunities of the participants, promoting their personal development, providing personal assistance during the implementation of rehabilitation plans, cooperating with service providers, organisations and individuals providing rehabilitation services and strengthening the skills of individuals needed to successfully implement their individual programmes and to find and keep a job.

The project was implemented with 14,839 people.

Further information about the programme is included in Section 15 Paragraph 2, which also describes support provided for the employment of persons with changed working capacity.

**Number of individuals involved in the SROP 1.1.1 project by county
(during the entire project period)**

County	Total number of individuals involved in the project (total, persons)
Békés	961
Bács-Kiskun	957
Csongrád	793
Baranya	915
Somogy	493
Tolna	448
Szabolcs-Szatmár-Bereg	1,321
Hajdú-Bihar	627
Jász-Nagykun-Szolnok	415
B-A-Z	1,227
Heves	577
Nógrád	297
Fejér	416
Komárom-Esztergom	456
Veszprém	605
Capital city	1,452
Pest	1,572
Vas	327
Győr	676
Zala	304
TOTAL:	14,839

Source: National Office for Rehabilitation and Social Affairs

Number of individuals involved in the SROP 1.1.1 project by age group (during the entire project period)

Age groups	Women (total, persons)	Men (total, persons)
Under 20 years of age	12	3
20-24	73	57
25-44	2,830	2,456
45-49	2,247	1,921
50-54	2,341	1,807
55-64	642	450
Total:	8,145	6,694
Grand total:		14,839

Source: National Office for Rehabilitation and Social Affairs

Number of individuals involved in training (during the entire project period)

County	Number of participants	Number of people successfully completing the training	Ratio of people successfully completing the training
Békés	436	428	98%
Bács-Kiskun	474	465	98%
Csongrád	344	330	96%
Baranya	405	383	95%
Somogy	207	204	99%
Tolna	237	229	97%
SZSZB	801	779	97%
Hajdú-Bihar	378	351	93%
JNSZ	291	288	99%
B-A-Z	467	455	97%
Heves	188	181	96%
Nógrád	71	70	99%
Fejér	266	258	97%
Komárom-Esztergom	308	305	99%
Veszprém	282	276	98%
Budapest	725	621	86%
Pest	593	522	88%
Vas	133	133	100%
Győr-Moson-Sopron	227	212	93%
Zala	102	101	99%
Total	6,935	6,591	95%

Source: National Office for Rehabilitation and Social Affairs

The project was continued between 1 November 2012 and 30 November 2015 when the National Office for Rehabilitation and Social Affairs implemented development actions, similar to the ones of the predecessor project with HUF 13.7 billion support

2. SROP 1.1.2 - Major project “Improving the employability of people in disadvantaged situation (decentralised programmes in the convergence regions)”

The project is implemented between 1 May 2011 and 31 October 2015.

The overall objective of the project is to increase employability and actual employment, to provide equal opportunities, and to reduce discrimination. The direct objective of the project is to assist persons in disadvantaged situations to enter the labour market with personalised services and support tailored to the local labour opportunities and needs.

HUF 106 billion funds are available for the implementation of the project. The budget has been allocated to counties based on the labour market indicators that are the most relevant to the project, ensuring that the highest funding is given to those regions (including the most disadvantaged small regions) where such programmes are the most needed.

Major objectives:

1. At least 132,244 persons should be involved in the programme between 2011 and 2015,
2. 19,889 persons of Roma nationality should be involved in the programme,
3. 69,682 persons should be trained,
4. 105,680 persons should successfully complete their individual programmes,
5. 38,425 persons should be employed on the 180th day following the completion of the

programme.

Target groups of the project:

1. persons with low level of education,
2. career starters and youth under 25 years of age,
3. above 50 years of age
4. Persons returning from GYES, GYED or nursing allowance,
5. persons receiving employment-substituting support,
6. persons at risk due the prospect of long-term unemployment. (Members of this group have been identified by the county labour centres in view of local labour market conditions. Persons at risk due to the prospect of long-term unemployment include, among others, people with obsolete qualifications, persons living in disadvantaged small communities, persons with several unemployed family members, single parents raising children, jobseekers registered as such for more than three months, and people who have lost their jobs in collective dismissal.)
7. Accessing the Roma target group is a key aspect of the project; involving the Roma is a priority in every target group.

Technical content of and activities in the project:

The SROP 1.1.2 scheme supports tailor-made labour market programs – adjusted to both national goals and the local labour market needs and opportunities – that “package” the services and support forms designed to help jobseekers and inactive people find jobs, and to provide varied and complex assistance to them.

Continuously available personal help (mentorship) can also be offered to participants. The mentor works with the supported person to assess that person’s opportunities, build a (new) career, and develop or improve the skills necessary for selecting and completing the right training, as well as for finding and keeping a job. Up to two years are available for the implementation of individual programme plans which are built on each other and involve both services and support, in order to assist the disadvantaged persons participating in the program.

The technical (professional) content of the project includes the following main activities aimed at helping the employment of the target group:

- Promotion of education in the labour market (financing of classroom training costs as well as related travel, accommodation and meals, wage compensation for the training period etc.).
- Employment support forms: wage support to employers, (70% support intensity for 8 months, with compulsory continued employment for another 4 months); payroll support in order to help employees gain work experience (gradually decreasing payroll cost support for 3x4 months for employees above 50 years of age; and 90-day payroll support of 100% intensity for other target groups); support for starting an enterprise; housing support in order to promote mobility; reimbursement of local and long-distance travel costs.
- Labour market services (recruitment, labour market and employment information, job, employment and career consultancy, psychological consultancy, mentorship, wage-supplementing support during the service period, support for local and long-distance travel costs related to the service, support for child care costs during the service period, support for the costs of caring for a relative during the service period).

Using the above elements, county labour centres have worked out individual programs tailored to the specific needs of the participants and to the opportunities in the local region. Labour centres provide many of the labour market and mentorship services via external entities. Institutions offering labour market training play a key role in implementation. The identification of available jobs and closer

relations with employers are crucial to the success of the project. This purpose is served by professionals at beneficiary labour centres who are paid from the project budget; they are responsible for liaising with employers, and act as job agents. The “1+1” principle (meaning that a client gets service plus a support element) has been enforced in all cases.

Main results as of 31 December 2014:

- Number of persons participating in the program: 140,294 (106% of the target).
- Number of participating persons of Roma nationality: 21,329 (107% of the target).
- Number of trainees: 72,265 (104% of the target).
- Number of persons successfully completing their individual programs: 83,099 (79% of the target).
- Number of persons employed on the 180th day: 28,970 (75% of the target).

As the project is still being implemented, the above indicators are expected to improve. Number of jobseekers with reduced capacity for work in the examined period:

Calendar year	Number of affected unemployed persons (jobseekers) with reduced capacity for work
2009	48,729
2010	57,707
2011	35,000
2012	34,160
2013	27,053
2014	18,592
2015	17,610

Source: National Employment Service

- **SROP 1.1.3 – “Road to the world of work”**

The project was implemented between 1 October 2009 and 31 October 2011.

The overall objectives were the following: increasing employability; ensuring equal opportunities; and fighting discrimination.

The direct goal of the project was to help current and previous recipients of availability support (wage-supplementing support from 1 January 2011) enter the open labour market.

The budget available for the project was HUF 7.5 billion.

The direct target group included those clients of the Employment Service who received availability support and whose employability and entry into the open labour market could be improved via complex and personalised services and support. The programme provided financial support and services to persons with multiple disadvantages (low education, single parents, and people living in disadvantaged small regions).

Training, related wage-supplementing support, as well as wage and payroll support granted to employers played a key role in the program.

The objective set in the project plan for the entire implementation period was to (re-)integrate in the labour market 5,190 disadvantaged jobseekers who at that time or previously received availability support (wage-supplementing support from 1 January 2011). The actual number of people contacted in the entire project duration was 26,490. Of these, 9,254 persons were involved in the project, which equals 178% of the target. (Between 1 January and 31 October 2011, 1,463 people were involved in the program.) In the entire project period, 4,331 people were trained, 112% of the target. More than

90% of the participants successfully completed the training.

- **SROP 1.1.4 „Labour market programme for the employment of the disadvantaged in the Central Hungary region”**

The project was implemented in the reporting period, between 1 May 2011 and 30 September 2014. Aligned with the objectives in the New Széchenyi Plan, the project provided support to disadvantaged target groups in the Central Hungary Region, especially promoting re-employment by micro-, small and medium-sized enterprises.

HUF 7 billion was available for the implementation of the project.

The main objective was to help registered and disadvantaged jobseekers (re-)integrate in the labour market as soon as possible. The direct goal of the project was to help disadvantaged people enter the labour market via complex and personalised services and support aligned with the opportunities and needs in the local labour market within the Central Hungary region.

The target group included the following:

- people of low education;
- demographic groups characterised by lifecycle (young people and career starters below 25 years of age; employees over 50 years of age; persons back from GYES/GYED/GYET or nursing allowance);
- persons receiving employment-substituting support;
- persons endangered by long-term unemployment.

Each employment centre defined its own programme elements in a local programme plan. In cooperation with every participant, an individual programme plan was drawn up, with tailor-made elements and an arbitrary sequence of those elements. The elements were the same as in the SROP 1.1.2 programme (labour market and mentorship services, training support, support aimed at helping people find a job).

Project results:

- 23,046 people were contacted; of them, 10,251 persons were involved until 28 February 2014.
- Out of the 6,196 trainees, 5,716 people successfully completed the training and received qualifications that made it easier for them to enter the open labour market and return to the world of work.
- 8,937 people successfully completed their individual programmes, and qualified for and received at least one service and one subsidy element.
- After the completion of the program, 4,116 people (46% of those who had successfully completed the program) were still employed on the 180th day even without support. The impact analysis shows how many people were employed after the completion of the project without support; this is attributable to the knowledge and skills acquired in the project. This indicator could only be calculated for the period after 31 December 2014 because it does not include the status on the 180th day of those who completed the programme in June 2014.
- 92% of the trainees successfully completed the training and obtained a qualification or an official certificate.

- **SROP 1.4 measures**

The SROP 1.4.1 tender called in 2011, titled “Supporting community labour market programmes”, aimed to support local initiatives (with the involvement of non-governmental organisations) in which disadvantaged jobseekers were developed, became more adaptable, and were given temporary jobs in order to help their subsequent long-term employment, possibly in the private sector. 35 and 13 projects were implemented in the convergence regions and in the Central Hungary region respectively, at a total cost of HUF 2.86 billion. The supported organisations have contributed to the realisation of the objectives by successfully training 242 persons, and employing 209 persons for six months. Half of the participants were still employed 180 days after the end of the project.

The SROP 1.4.1 call in 2011, titled “Supporting innovative, experimental employment programmes” earmarked HUF 5.1 billion in total for testing innovative employment methods. One of the main objectives of the call was to encourage applicants to try employment or work organisation methods not yet used in the target groups or organisations, and to methodically record their activities and results in order to establish a model that can be adapted by policy-makers and other organisations. The call is intended to help active jobseekers and inactive unemployed persons find jobs in the open labour market via innovative employment programs. The supported organisations have contributed to the realisation of the objectives by training over 2,000 persons, employing 717 people for six months, and trying 67 novel methods.

The SROP 1.4.5 call in 2012, earmarked a total of HUF 1.4 billion to parties to employment agreements, and to local partnerships. The conclusion of labour agreements has created a platform for local economic players who best know the regional circumstances to discuss and harmonise their strategic goals with representatives of the government, businesses, and the NGO sector, thus coordinating and strengthening their efforts at boosting the local economy and labour market. Through this solution, the government supports those activities within regional and local employment cooperation efforts which are necessary to expand the labour market, train target groups and help them find jobs, and fortify cooperation amongst the parties involved. The supported organisations have contributed to the realisation of the objectives by training 458 persons, and employing 391 people for six months.

The SROP 1.4.6/12 call, titled „Transit employment in the construction industry”, was called in June 2012 with a HUF 3 billion budget. The objective is to promote the employment of disadvantage people in the construction and building renovation sectors as well as in other related professions through on-the-job training and transit employment. The local Roma self-government must act as a consortium partner for the sufficient involvement of the Roma people. Ten applications had been received by the deadline in November 2012, and five projects were found eligible for support. Another round was announced in April 2013, with the remaining HUF 2 billion budget. The announcement was amended based on the experiences of the first round and consultations with the National Roma Self-Government. The support agreements have been concluded, and another 17 winning projects are being implemented. The supported organisations contribute to the realisation of the objectives by the on-the-job training of 559 persons. As a result of the projects, 336 people have found jobs in the open labour market, have become self-employed, or joined a social cooperative.

VIII. Improving labour market access of youth – the government’s measures aimed at promoting the employment of young people

A smooth transition from education to work is one of the most important conditions to social integration. The issue of youth unemployment must be in the focus of employment policy because,

even though the unemployment rate in Hungary's 15-24 age bracket went below the European Union's average in 2014, youth unemployment is still 2.5 times higher than the unemployment rate in the overall population of the country. Consequently, it is one of the main objectives of the government's employment policy to help young people find jobs, improve their employment indicators, and keep them in Hungary.

1. Training support

The training of a young person (below 25 years or, in case of a person with a tertiary degree, 30 years of age) can be supported unless that person became eligible for job-seeking support or aid after the termination of their status as a student.

The training support can take the form of wage-supplementing support or wage compensation, or reimbursement for training-related costs.

2. Support for starting a business

This tool is not intended for young people only; it is available to persons registered as jobseekers for at least three months, people receiving rehabilitation support, as well as self-employed people working as individual entrepreneurs, in their own company as personal contributors, and agricultural smallholders.

Available support forms:

- repayable or non-repayable capital support, up to HUF 3 million; and
- support up to the compulsory minimum wage for up to six months, payable monthly;
- costs of the consultancy necessary for starting and pursuing the business activity.

The capital support can be partly repayable and partly non-repayable, within the specified amount limits. Further conditions to awarding capital support: at least 20% self-financing of the investment cost; and sufficient monetary reserves in case the subsidy is repayable or must be refunded because of a breach of contract.

The listed support forms are provided based on an application, and can be combined or awarded separately.

3. Support aimed at increasing employment

The target groups include disadvantaged persons, such as jobseekers younger than 25 years of age. The support is paid to employers who employ jobseekers younger than 25 years of age; it must not exceed 50% of the wage and social contribution tax payable by the employer.

4. Support aimed at helping qualified career-starters gain work experience

This support form is targeted at career-starting jobseekers who have at least basic vocational or intermediate qualification or a vocational secondary school degree, or advanced or high-level vocational qualification, or a tertiary degree.

The support can be applied for by an employer who employs a career-starting jobseeker for at least four hours a day and for at least 365 days, in a job that provides sufficient work experience.

The support is available for the term of employment, not to exceed 365 days, at a value amounting to

between 50 and 100% of the wage costs incurred by employing the career starter. The monthly amount of the grant - if 100% of the wage costs are covered - shall not exceed

- the combined amount of the mandatory minimum wage and the social contribution tax in the case of career starters with primary level qualifications,
- 150% of the mandatory minimum wage in the case of career starters with secondary level education, secondary level qualifications or career starters who graduated from a secondary vocational school,
- twice the mandatory minimum wage in the case of career starters with an advanced level or higher vocational education, or career starters who graduated from a tertiary level school.

If the support ratio is below 100% of the wage cost, or the career starter is not employed full-time, then the upper limit equals the proportionate part of the amount specified above.

5. Housing support

Housing support has been available from the National Employment Fund since 1 October 2012 in order to improve the position of jobseekers in the labour market and increase the mobility of Hungary's work force. The housing support is aimed at improving the chances of jobseekers by allow them to take jobs to be performed far from their homes (more than 100 km or requiring over five hours of travel).

The support is available, among others, to career starters; in their case, the prior registration period does not apply. The support can be paid for up to 18 months;

It is non-repayable and is disbursed as follows:

The maximum monthly support payable for one home and one person cannot exceed

- a) HUF 100,000 in the first third,
- b) HUF 60,000 in the second third,
- c) HUF 40,000 in the last third

of the total support disbursement period.

The maximum monthly support payable for one home and one family cannot exceed

- a) HUF 150,000 in the first third,
- b) HUF 90,000 in the second third,
- c) HUF 60,000 in the last third

of the total support disbursement period, provided that at least two of the close relatives living in that home meet the subsidy conditions.

The maximum monthly support payable for one home and three or more persons cannot exceed

- a) HUF 200,000 in the first third,
- b) HUF 120,000 in the second third,
- c) HUF 80,000 in the last third

of the total support disbursement period, provided that three or more persons living in that home meet the subsidy conditions.

Conditions to awarding the support:

The support can be provided to a person

- a) who has been registered as a jobseeker for at least three months (except career-starters, participants in the public work scheme, and employees affected by collective dismissal);

- b) who is employed for at least six months and 20 hours a week and the distance between his permanent home and workplace is at least 100 km, or the total daily travel time between those two locations by public transport (there and back) exceeds five hours;
- c) who has no home at his workplace or in a community that is less than 100 km from his workplace, or from where the total daily travel time to the workplace by public transport (there and back) is less than five hours;
- d) whose last workplace was not at his current employer;
- e) who wishes to live where he works, or wishes to rent a home in a community meeting the conditions defined in Section c);
- f) who does not receive housing or public utility support at the time of the request;
- g) whose employment connected to the housing support provides regular income;
- h) who proves his employment with a valid work contract or appointment specifying the place of work,
- i) who proves that he rents a home where he works or in a community meeting the conditions defined in Section c) for at least the duration of employment; and
- j) whose gross monthly wage from the legal relationship defined in Section g) does not exceed 300% of the mandatory minimum wage.

A person applying for housing support may submit his application to the labour office competent at his address or the place of registration by filling in the relevant form and attaching the required documents. The labour office competent at the applicant's temporary address may also act in subsidy settlement matters.

An application for housing support must be submitted before the start of employment or, if the legal relationship underlying the employment was established before the submission of the application, within 30 days from establishing the legal relationship.

6. Services

The services offered by the competent labour office is available to young persons, just like to other jobseekers. These services are the following:

- recruitment
- work consultancy
- career consultancy
- job seeking consultancy
- psychological and local consultancy (concerning the small region)
- training and labour market information.

7. Labour market programmes

- **First workplace guarantee programme**

The programme is aimed at managing the labour market tensions afflicting career-starters below 25 years of age, and specifically improving the labour market situation of young people, as well as helping them to find their first job and to acquire the necessary work experience.

The target group is career-starting jobseekers younger than 25 years, and especially

- unskilled people, and
- persons who have been seeking a job for a long time.

One of the novelties of the programme is that career-starting jobseekers below 25 years of age can be employed practically immediately upon registration, unlike in the case of other support forms where the law usually stipulates a prior registration period.

Programme elements:

- Labour market services to the necessary extent and based on individual needs, including information on employment and the labour market, and recruitment services;
- Wage cost support for up to six months, up to 100% of the wage and the social contribution tax actually paid on it;
- Reimbursement for the cost of travelling to work, for the same duration as wage cost support. This support form is payable to the employer as reimbursement for the 86% of the price of an employee's monthly public transport pass between the employee's address or residence and workplace. In addition, the 14% of the travel cost payable by the employee may also be reimbursed.

The support can be paid to an employer who provides full-time or part-time employment to a registered jobseeker below 25 years of age, with the following conditions:

- for up to six months: 100% reimbursement for the wage and the social contribution tax, up to 150% of the minimum wage plus the related social contribution tax;
- for up to three months: obligation of continued employment; during this period, the tax benefit offered in the action plan is available, i.e. the tax burden on the employer decreases from 28.5% to 14% for a gross wage not exceeding HUF 100,000. For employees below 25 years of age with no more than 180 days of employment history, the benefit – up to HUF 100,000 – is 28.5% of the gross wage in the first two years of employment.

- **SROP 1.1.2: “Improvement of the employability of the disadvantaged (decentralised programs in convergence regions)”**

The programme, aimed at the active labour market, implemented between May 2011 and October 2015, and co-financed by the European Union, had a total budget of HUF 106 billion, and targeted career-starting jobseekers as well as jobseekers below 25 years of age. In addition, young people below 25 years of age and not registered as jobseekers can also receive labour market services (e.g. preventive measures for youth in schools).

Of the 140,294 people involved until the end of December 2014, 44,892 belonged to the youth target group, and another 15,808 young people not registered as jobseekers received labour market services. (The contents of the programme are detailed in Section VII.)

- **SROP 1.1.4: “Labour market programme for the employment of the disadvantaged in the Central Hungary region”**

The programme, aimed at the active labour market, implemented between May 2011 and September 2014, and co-financed by the European Union, had a total budget of HUF 7 billion, and targeted career-starting jobseekers as well as jobseekers below 25 years of age. In addition, young people below 25 years of age and not registered as jobseekers can also receive labour market services (e.g. preventive measures for youth in schools).

Of the 10,251 people involved, 3,375 belonged to the youth target group, and another 4,138 young people not registered as jobseekers received labour market services. (The contents of the programme are detailed in Section VII.)

- **SROP 2.3.6: Supporting youth entrepreneurship**

The programme co-financed by the European Union, aimed at helping young people starting their own business and is implemented in six convergence regions of Hungary. The objective is to assist business-minded youth aged 18-35 in launching their own individual enterprise or micro company, and to provide financial support to the start-up costs. In the first programme component, young people are trained by enterprise development and corporate consultancy organisations in order to acquire the competencies necessary to launch a business, and receive help in compiling a business plan. In the second component, young people whose business plan has been accepted and who have completed the training programs in the first component establish their enterprise and receive up to HUF 3 million of non-repayable support for the start-up costs. Ten per cent of those costs must be paid by themselves.

The training of more than 3,200 young people has been supported in the programme, and about 1,500 new businesses have been established.

- **SROP 2.3.4: Internship programme**

The internship programme is aimed at supporting projects of those micro-, small and medium-sized companies who undertake to employ jobseekers below 25 years of age who have acquired their first secondary-level qualification as a full-time student of a secondary school. The programme contributes to the creation of conditions for practical education via reimbursement for the additional costs incurred by employers (specifically SMEs) in connection with employing interns. (e.g.: interns' salaries and other remuneration as well as ensuring the assets and facilities required by interns.) As a result of the program, young people receive more and better training as interns and acquire practical job and professional knowledge, which in turn improves their perspective in the labour market and increases their employment level.

- **Support to career starters with vocational qualifications in obtaining work experience**

With Government Decree No. 70/2009 (IV.2.) on the support of part-time employment to provide an opportunity for fresh graduate skilled jobseekers to gain work experience and to prevent redundancies, the Government enabled employment centres to provide support to qualified, career-starting jobseekers in their efforts at gaining work experience.

In an effort to promote the acquisition of work experience by young persons and encourage their employment, employers are entitled to support if they undertake to employ, for at least one year, registered career starter jobseekers who are qualified as defined by the district employment agencies (hereinafter: agency) of the Budapest and county Government Offices (Budapest District Offices), in a position in which the young worker is able to obtain appropriate work experience. As an additional condition to the support, the job seeker concerned must be registered as a job seeker for at least 90 days and must co-operate during that period. At least 50% but not more than 100% of the wage payable to the career starter may be awarded to the employer as support. Employers may apply for this support through the competent employment agency.

Number of people affected by active employment policy instruments* 2011, 2012, 2013, 2014				
	2011	2012	2013	2014
Training of jobseekers	34,667	45,884	132,587	190,142
<i>of which: individuals involved in training for public employment in winter</i>			88,004	143,275
Support to the training of employees	938	716	631	827
Income substituting benefit for the time of participation in a jobseekers' club	360	322	553	571
Wage support	27,686	32,432	39,527	26,569
Support to long distance travel	879	594	630	611
Payroll support	25,697	28,264	71,094	53,817
<i>of which: First Job Guarantee Programme</i>		7,595	12,048	1,313
Support to career starters in gaining work experience	4,255	2,027	296	
Support assisting jobseekers in becoming entrepreneurs	6,880	4,675	4,782	5,966
Telework	742	26	21	
Support to group passenger transport	604	216	154	257
Job retention	6,725	14,495	14,691	8,399
Support to job establishment	9,420	9,821	8,576	11,807
Support to part-time employment	213			
Employment substituting support, wage support	1,347			
Wage support to those who were laid off as a result of the crisis	641			
Start (Plus, Extra, Bonus)	96,277	68,480	48,716	
Housing support		469	1,415	3,567
Support to short-term public employment	182,150	18,503		
Support to longer-term public employment	47,399	209,890	260,470	433,051
<i>of which: Temporary public employment in winter ***</i>			85,806	179,619
Support to enterprises in the employment of individuals receiving employment substituting support	3,165	5		
Support of the national public employment programme	28,327	80,809	112,157	111,704
<i>of which: Temporary public employment in winter ***</i>			24,689	36,664
Support to value creating public employment programmes	4,566	2,304		
Support to sub-regional start work model programme			122,637	223,564
Total **	482,938	519,932	730,933	1,047,220

Source: National Employment Service

3) KEY DATA, STATISTICS

Average number of registered jobseekers (2011-2014)

Counties	Average number of registered jobseekers on final day, 2011			
	Non-career starter jobseeker	Career starter jobseeker	Total	Ratio of career starters
Capital city	46,603	2,147	48,750	4.4
Baranya county	26,444	2,769	29,213	9.5
Bács-Kiskun county	30,190	3,449	33,639	10.3
Békés county	25,017	2,765	27,782	10.0
Borsod-Abaúj-Zemplén county	61,912	7,481	69,393	10.8
Csongrád county	19,509	2,257	21,766	10.4
Fejér county	20,937	1,966	22,903	8.6
Győr-Moson-Sopron county	11,165	792	11,957	6.6
Hajdú-Bihar county	42,113	5,038	47,151	10.7
Heves county	19,304	2,057	21,361	9.6
Jász-Nagykun-Szolnok county	27,422	2,872	30,294	9.5
Komárom-Esztergom county	12,958	961	13,920	6.9
Nógrád county	18,092	1,853	19,945	9.3
Pest county	39,501	2,217	41,719	5.3
Somogy county	23,191	2,261	25,452	8.9
Szabolcs-Szatmár-Bereg county	53,633	7,377	61,010	12.1
Tolna county	12,927	1,542	14,470	10.7
Vas c	8,186	717	8,903	8.0
Veszprém county	16,153	1,319	17,472	7.5
Zala county	14,669	1,103	15,772	7.0
Employment centres: counties	529,925	52,943	582,868	9.1
primary level	215,867	18,863	234,730	8.0
vocational school	11,178	2,333	13,511	17.3
vocational technical school	152,779	7,463	160,242	4.7
secondary grammar school	47,214	7,951	55,165	14.4
secondary technical school	60,924	10,688	71,612	14.9
technical school	13,411	1,785	15,195	11.7
tertiary	28,525	3,859	32,384	11.9
Total	529,898	52,941	582,839	9.1
Under 25 years	37,959	48,680	86,640	56.2
25 - 54 years	427,318	4,262	431,580	1.0
55 years of age and above	64,648		64,648	0.0
KSH (Central Statistical Office) age group	529,925	52,943	582,868	9.1

Counties	Average number of registered jobseekers on final day, 2012			
	Non-career starter jobseeker	Career starter jobseeker	Total	Ratio of career starters
Capital city	45,464	2,868	48,332	5.9
Baranya county	25,339	3,182	28,522	11.2
Bács-Kiskun county	27,507	4,008	31,515	12.7
Békés county	22,173	2,935	25,108	11.7

Borsod-Abaúj-Zemplén county	58,297	8,301	66,599	12.5
Csongrád county	18,762	2,608	21,370	12.2
Fejér county	18,916	2,310	21,226	10.9
Győr-Moson-Sopron county	9,418	894	10,313	8.7
Hajdú-Bihar county	40,969	5,790	46,759	12.4
Heves county	18,384	2,367	20,751	11.4
Jász-Nagykun-Szolnok county	24,944	3,374	28,318	11.9
Komárom-Esztergom county	12,021	1,230	13,252	9.3
Nógrád county	17,429	2,131	19,560	10.9
Pest county	37,622	3,038	40,659	7.5
Somogy county	22,049	2,633	24,682	10.7
Szabolcs-Szatmár-Bereg county	51,032	8,156	59,187	13.8
Tolna county	12,320	1,826	14,145	12.9
Vas c	7,137	875	8,012	10.9
Veszprém county	14,105	1,589	15,695	10.1
Zala county	13,758	1,342	15,100	8.9
Employment centres: counties	497,648	61,454	559,102	11.0
primary level	203,854	21,478	225,331	9.5
vocational school	10,975	2,872	13,847	20.7
vocational technical school	140,024	9,326	149,350	6.2
secondary grammar school	45,170	9,187	54,357	16.9
secondary technical school	57,813	12,697	70,509	18.0
technical school	12,279	1,845	14,124	13.1
tertiary	27,515	4,051	31,566	12.8
Total	497,630	61,454	559,084	11.0
Under 25 years	29,787	56,464	86,251	65.5
25 - 54 years	397,632	4,990	402,622	1.2
55 years of age and above	70,229		70,229	0.0
KSH (Central Statistical Office)	497,648	61,454	559,102	11.0
age group				

Counties	Average number of registered jobseekers on final day, 2013			
	Non-career starter jobseeker	Career starter jobseeker	Total	Ratio of career starters
Capital city	43,597	3,343	46,940	7.1
Baranya county	21,802	3,354	25,156	13.3
Bács-Kiskun county	26,027	4,292	30,319	14.2
Békés county	19,737	3,007	22,744	13.2
Borsod-Abaúj-Zemplén county	51,120	8,172	59,292	13.8
Csongrád county	17,293	2,728	20,021	13.6
Fejér county	17,168	2,472	19,641	12.6
Győr-Moson-Sopron county	8,484	1,015	9,498	10.7
Hajdú-Bihar county	38,062	6,319	44,381	14.2
Heves county	17,216	2,430	19,646	12.4
Jász-Nagykun-Szolnok county	22,882	3,508	26,389	13.3
Komárom-Esztergom county	11,337	1,416	12,754	11.1
Nógrád county	15,693	2,253	17,947	12.6
Pest county	36,766	3,893	40,659	9.6
Somogy county	20,319	2,855	23,174	12.3
Szabolcs-Szatmár-Bereg county	47,376	8,455	55,831	15.1
Tolna county	11,262	1,958	13,220	14.8
Vas c	7,375	1,029	8,405	12.2
Veszprém county	13,506	1,825	15,331	11.9

Zala county	14,575	1,701	16,276	10.4
Employment centres: counties	461,598	66,025	527,624	12.5
primary level	190,286	23,427	213,712	11.0
vocational school	10,172	3,066	13,238	23.2
vocational technical school	129,556	10,196	139,752	7.3
secondary grammar school	42,067	9,866	51,933	19.0
secondary technical school	53,948	13,450	67,397	20.0
technical school	11,348	1,804	13,151	13.7
tertiary	24,209	4,218	28,427	14.8
Total	461,585	66,025	527,610	12.5
Under 25 years	23,417	60,648	84,065	72.1
25 - 54 years	362,069	5,377	367,447	1.5
55 years of age and above	76,112		76,112	0.0
KSH (Central Statistical Office) age group	461,598	66,025	527,624	12.5

Counties	Average number of registered jobseekers on final day, 2014			
	Non-career starter jobseeker	Career starter jobseeker	Total	Ratio of career starters
Capital city	33,664	2,415	36,078	6.7
Baranya county	17,614	2,744	20,358	13.5
Bács-Kiskun county	21,098	3,452	24,551	14.1
Békés county	15,194	2,380	17,574	13.5
Borsod-Abaúj-Zemplén county	44,084	7,346	51,430	14.3
Csongrád county	12,902	2,013	14,915	13.5
Fejér county	12,872	1,726	14,598	11.8
Győr-Moson-Sopron county	5,295	565	5,859	9.6
Hajdú-Bihar county	31,457	5,460	36,917	14.8
Heves county	12,905	1,911	14,816	12.9
Jász-Nagykun-Szolnok county	18,716	2,902	21,618	13.4
Komárom-Esztergom county	7,979	983	8,962	11.0
Nógrád county	12,836	2,005	14,841	13.5
Pest county	30,784	3,544	34,328	10.3
Somogy county	17,487	2,679	20,165	13.3
Szabolcs-Szatmár-Bereg county	38,215	7,626	45,840	16.6
Tolna county	8,859	1,564	10,423	15.0
Vas c	5,342	680	6,021	11.3
Veszprém county	9,657	1,233	10,890	11.3
Zala county	10,889	1,373	12,262	11.2
Employment centres: counties	367,848	54,598	422,445	12.9
primary level	151,655	21,539	173,194	12.4
vocational school	8,225	2,441	10,666	22.9
vocational technical school	101,241	7,559	108,800	6.9
secondary grammar school	34,366	8,178	42,544	19.2
secondary technical school	43,910	10,595	54,505	19.4
technical school	9,051	1,246	10,298	12.1
tertiary	19,387	3,039	22,426	13.6
Total	367,835	54,597	422,432	12.9
Under 25 years	17,510	50,043	67,553	74.1
25 - 54 years	279,347	4,554	283,901	1.6
55 years of age and above	70,991		70,991	0.0
KSH (Central Statistical Office) age group	367,848	54,598	422,445	12.9

Average number of registered career starter jobseekers 2011-2014:

Regions	Average number of registered career starting jobseekers on the final day, 2011							
	primary level	vocational school	vocational technical school	secondary grammar school	secondary technical school	technical school	tertiary	Total
Central Hungary	1,358	232	388	742	1,028	104	511	4,363
Central Transdanubia	1,286	178	670	612	997	171	332	4,246
West-Transdanubia	659	108	411	294	615	180	345	2,611
South-Transdanubia	2,404	152	1,136	917	1,250	251	463	6,572
North Hungary	4,973	553	1,462	1,185	2,253	329	638	11,391
Northern Great Plain	5,804	810	1,943	2,780	2,563	435	951	15,287
Southern Great Plain	2,378	299	1,454	1,423	1,983	315	619	8,471
Employment centres: regions	18,863	2,333	7,463	7,951	10,688	1,785	3,859	52,941

Regions	Average number of registered career starting jobseekers on the final day, 2012							
	primary level	vocational school	vocational technical school	secondary grammar school	secondary technical school	technical school	tertiary	Total
Central Hungary	1,879	325	631	971	1,377	139	583	5,905
Central Transdanubia	1,574	212	905	702	1,227	180	329	5,129
West-Transdanubia	809	111	538	360	791	183	319	3,111
South-Transdanubia	2,753	212	1,407	1,068	1,476	245	480	7,641
North Hungary	5,385	645	1,710	1,387	2,654	335	684	12,799
Northern Great Plain	6,454	998	2,391	3,059	2,949	452	1,016	17,320
Southern Great Plain	2,625	369	1,744	1,640	2,222	311	639	9,551
Employment centres: regions	21,478	2,872	9,326	9,187	12,697	18 45	4,051	61,454

Regions	Average number of registered career starting jobseekers on the final day, 2013							Total
	primary level	vocational school	vocational technical school	secondary grammar school	secondary technical school	technical school	tertiary	
Central Hungary	2,350	368	833	1,157	1,686	174	668	7,236
Central Transdanubia	1,933	239	1,013	761	1,253	167	348	5,714
West-Transdanubia	993	154	665	452	950	195	335	3,745
South-Transdanubia	2,962	232	1,564	1,168	1,549	241	451	8,166
North Hungary	5,422	626	1,727	1,443	2,691	293	653	12,855
Northern Great Plain	7,010	1,029	2,558	3,189	2,970	443	1,084	18,281
Southern Great Plain	2,758	418	1,835	1,696	2,351	290	679	10,028
Employment centres: regions	23,427	3,066	10,196	9,866	13,450	1,804	4,218	66,025

Regions	Average number of registered career starting jobseekers on the final day, 2014							Total
	primary level	vocational school	vocational technical school	secondary grammar school	secondary technical school	technical school	tertiary	
Central Hungary	2,065	269	630	987	1,395	120	491	5,958
Central Transdanubia	1,424	183	591	545	857	100	242	3,942
West-Transdanubia	825	112	418	306	640	104	212	2,617
South-Transdanubia	2,779	205	1,222	983	1,276	177	345	6,986
North Hungary	5,290	538	1,352	1,259	2,162	201	460	11,262
Northern Great Plain	6,728	814	2,028	2,791	2,478	347	801	15,987
Southern Great Plain	2,427	321	1,318	1,307	1,786	197	489	7,845
Employment centres: regions	21,539	2,441	7,559	8,178	10,595	1,246	3,039	54,597

Source: National Employment Service

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **ECSR requests current information about the employment ratio of Roma individuals. Characteristics of the Roma population based on the Labour Force Survey (2013-2014) of the Central Statistical Office (hereinafter: CSO)**

The Labour Force Survey is the largest interview based survey of household conducted by the CSO. Survey interviewers visit the households included in the sample in a period of 6 quarters. A simple rotation procedure replaces a sixth of the sample in each period. Each household that is included remains in the sample for six consecutive quarters, and then is removed finally. In other words, the sample consolidates at each point in time six waves of rotation, which are almost identical in size. The first wave comprises households included in the survey for the first time, the second wave includes ones included for the second time, etc. Consequently, the sixth wave comprises households, interviewed for the last time during the survey. In 2013 and 2014, the authority conducting the survey only asked respondents who answered for the sixth (last) time a block of questions about nationality, partly for the purpose of testing. Starting 2015, however, questions about nationality will be included in each wave.

During the valuation of the survey, respondents providing Gypsy (Roma) as an answer to either of 2 questions about nationality in the Labour Force Survey:

9/B Which nationality do you feel you belong to?

- Hungarian (1)
- Gypsy (Roma) (2)
- other, minority/nationality registered in Hungary (3)
- other nationality (4)
- no response (5)

9/D Do you belong to any nationality other than the one stated in the previous question?

- no other nationality (0)
- Hungarian (1)
- Gypsy (Roma) (2)
- other, minority/nationality registered in Hungary (3)
- other nationality (4)
- no response (5)

The survey concluded with the following results:

Main labour market indicators of the Roma and non-Roma population, 2013-2014.				
	2,013		2014	
	Roma	non-Roma	Roma	non-Roma
	population			
	%			
rate of employment	25.1	52.5	32.0	54.8
of which: men	32.4	58.4	40.8	61.2
women	17.4	47.1	23.8	48.8
unemployment rate	39.5	9.1	30.2	6.7
ratio of long-term unemployed within the total unemployed	61.9	53.4	54.1	57.2
ratio of passive unemployed	16.3	2.9	13.6	2.5

Source: Central Statistical Office, Labour Force Survey

- **The ECSR requests current information about the number of Roma individuals affected by employment policy measures.**

In total 21,329 individuals of Roma nationality were involved in the SROP 1.1.2 programme. 528 additional people were involved in the SROP 1.1.4 programme.

- **The ECSR requests information about Government plans to strengthen active employment policy measures affecting individuals with low qualifications and with other disadvantages and about the implementation of other targeted programmes.**

See the detailed information in Points 1) and 2).

- **The ECSR requests information about monitoring and controlling the efficiency of employment policy.**

Follow-up of the efficiency of active employment policy instruments

The labour market organisation has been studying since 1994 the efficiency and effectiveness of the main active labour market programmes aimed at the prevention and reduction of unemployment.

In the course of the review, information was obtained about the gross impact of completed labour market programmes with the help of a monitoring system designed for the purpose, to capture the number of people involved in those programmes, the ratio of those who managed to find a job or work in their own enterprise or to avoid unemployment 180 days after the completion of the programme. The expenditure incurred by employment centres in relation to participation in the various programmes and the actual cost of the final result of support, i.e. employment, job retention and survival of enterprises after the completion of the various programmes, can also be ascertained.

The monitoring process:

1. Based on the review of data, the programme sorts individuals whose support or duty to continue employment ended in the review period. The monitoring review is conducted 180 days after the support or the duty to continue employment terminates. The programme updates the contact information of individuals included in the sorted file from the Integrated Information System (hereinafter: IIS).
2. Supervised by an IT specialist, the program automatically checks whether a particular individual has been added (again) to the employment records of the National Employment Service (hereinafter referred to as: PES) since the support and the duty to continue employment terminated. The program also checks whether or not the particular individual is included as an insured person in the database of notifications maintained by the National Tax and Customs Administration (hereinafter: NTCA). The program enters the results of the reviews into its own file.
3. As a result of the check, the program creates a list of individuals who are neither included as insured persons in the NTCA database of notifications (i.e. are not subject to a contract of employed or other legal relationship), nor did they register with the PES database during the review period. These individuals are interviewed with a questionnaire.
4. The employment departments of county government offices generate questionnaires for distribution from the database created for questionnaire-based surveys with a programme specifically developed for such purposes. The outcome is a print file of distributable questionnaires, including header, name, address, IDs and a cover letter. Questionnaires are

- printed and posted to addressees along with a response envelope.
5. Returned questionnaires are entered using a web-based interface for recording. Respondents may also enter answer directly on the web-based interface.
 6. Data returned in response to questionnaires are processed in a data warehouse along with supplementary data retrieved from the IIS and the NTCA database of notifications of insured persons. The data box created includes the results of the monitoring review, as well as aspects of the instruments and the individuals completing them, and form the basis of an extensive analysis of the monitoring results.

The monitoring process is repeated monthly as indicated below:

- The data of cases to be reviewed are sorted in the last week of each month. Available information systems (IIS, NTCA database of notifications concerning insured persons), help identify the data of the individuals to be interviewed and transferred these to the monitoring query system.
- In the first week of each month, regional centres generate current questionnaires and mail them with response envelopes attached.
- Questionnaires can be collected, urged and telephone calls can be made in the subsequent two weeks.
- Questionnaires can be recorded by the end of the month, as no retrospective recording is permitted (questionnaires returned after the deadline are considered unreturned).
- At the end of each month, collected data are transferred into the data warehouse and the data of the individuals to be questioned are also loaded.
- Outcomes are reported annually.

Monitoring results of the major employment policy instruments

The direction of employment was also examined in the reporting period, so as to see whether people found jobs on the primary or the secondary labour market. In the period under review, the secondary labour market primarily involved public employment. In terms of job placement, support delivered to help people become self-employed turned out to be the most effective instrument in the period under review. During the four years examined, the ratio of people who found a job varied between 71.8% and 74.2%, but as part of that, the ratio of people placed in public employment after the support ended did not exceed 1.5% in any of the years.

In the group receiving wage type support, the ratio of people who found jobs after wage support ended was higher and varied between 67.3% and 71.5% in each year except in 2011. Most of the people in the group that exhausted payroll support tended to find jobs on the primary labour market; while the ratio of people joining public employment was the highest in 2014 (4.3%) after the support period ended.

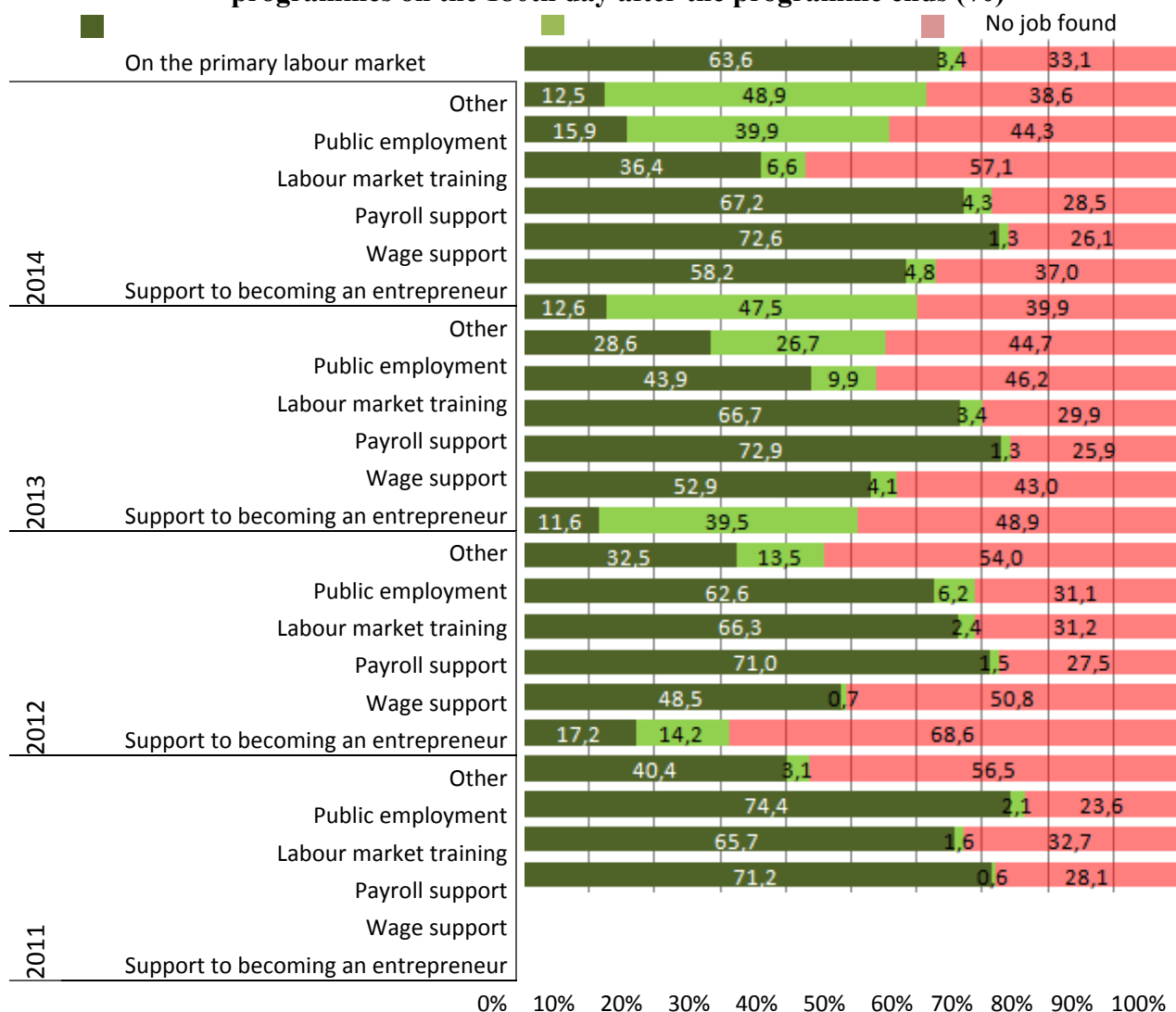
Payroll support monitoring results show that the ratios of job placement after the supported period kept decreasing during the four years covered by the review. At 75.1%, the job placement ratio measured in 2011 fell to 43.0% by 2014 and, while the ratio of people whose placement amounted to joining public employment increased from 2.1% to 6.6%.

The ratio of people who were employed on the 180th day after the completion of labour market training gradually increased between 2011 and 2014 from 43.5% in 2011 to 55.7% in 2014. At the same time, the job placement ratio shows a significant increase of the number of people who found a job in public employment after training, as 39.9% of the 55.7% job placement ratio of 2014 included

people who joined public employment.

The job placement ratio of people completing public employment rose significantly from 31.4% to 61.4% in the period under review, but the share of primary labour market dropped from 17.2% to 12.5% in the total number of job placements. The general tendency of job placement after public employment shows that individuals whose support expires join public employment once again on the 180th day after the end of the support period.

Ratio of job placement among people completing active employment policy programmes on the 180th day after the programme ends (%)



Source: Ministry of National Economy

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

2. to protect effectively the right of the worker to earn a living in an occupation freely entered upon;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

A. Rules pertaining to employment

The Fundamental Law of Hungary, effective from 1 January 2012, defines the right to the free choice of work and occupation. In addition to declaring the above, the second sentence of Section XII of the Fundamental Law also imposes the duty on everyone to contribute to the enrichment of the community through their work, performed according to their abilities and possibilities.

In relation to the enforcement of those rights and obligations, the Fundamental Law provides that Hungary shall strive to create the conditions ensuring that everyone who is able and willing to work has the opportunity to do so [Section XII (2) of the Fundamental Law]. The state must strive to achieve employment growth and, in the spirit of the Fundamental Law, shall develop employment policies that encourage job creation.

The right to equitable and fair conditions of work is associated with the right to work, the detailed rules of which (working conditions that respect health, safety and dignity, and rules pertaining to maximum working hours, minimum time of daily and weekly rest, annual paid leave and wages) are laid down in the new Labour Code.

Furthermore, the prohibition of child labour and forced labour, and the issues of coordinating private life, family obligations and work are also related to the right to work and are also regulated in detail in the new Labour Code.

According to the amendment of Act XXXI of 1997 on Child Protection and Guardian Administration (hereinafter: Child Protection Act), effective from 1 January 2011, the employment authority will function as part of the child protection signalling system to guarantee effective action against child labour. When the employment authority finds unlawful employment of a minor, it is obliged to apply a sanction against the employer and send a report immediately to the child welfare service and the guardian authority in order to protect the child. These authorities will take all the measures required to eliminate the child's exposure to threat. In terms of eliminating harms threatening children and the taking of protective measures, the scope of the Child Protection Act also covers migrant parents and children.

Pursuant to Section 34 (3) of the new Labour Code, by authorisation of the guardian authority, persons not yet having completed the age of sixteen years may be employed as part of the cultural, artistic, sports and advertising activities defined by law. In such cases therefore, the guardian authority may grant exemption from the requirement that the right to conclude a contract of employment is limited to persons who have completed sixteen years of age, or that pupils below school leaving age who are over fifteen years old may only enter employment during school holidays.

When the guardian authority is convinced that the activity a pupil intends to perform in that manner

poses no threat to the physical, mental, emotional and moral development of the child, nor does it violate the child's paramount interests, it issues a decision to authorise the conclusion of a contract of employment. Holding an effective decision of the guardian authority is a precondition of the validity of the contract for work.

B. Rules pertaining to members of the official staff of armed services

- **Rules falling within the scope of Act XLIII of 1996 on the Service Status of Professional Members of the Armed Services (hereinafter: Armed Services Status Act)**

To replace the Armed Services Status Act, Parliament approved Act XLII of 2015 on the Service Status of the Professional Members of Law Enforcement Agencies, which entered into force on 1 July 2015.

Pursuant to Section 25 of the Armed Services Status Act, which was in effect during the reporting period, members of the professional staff may exercise their civil qualifications in their service position in compliance with the rules pertaining to the service and may engage into any income earning activity in compliance with Section 65 of the Act on conflict of interest. Pursuant to Section 6 of the Armed Services Status Act, the requirement of equal treatment must be respected in relation to the service. An armed service provides promotion opportunities to the members of its official staff only based on professional skills, qualifications, practice and performance and the time spent in the service, without any discrimination.

Pursuant to Section 71 of the Armed Services Status Act, each member of the professional staff must be offered predictable and planned promotion opportunities in their official career for a higher position category or rank in service and for satisfying the requirements of promotion. The general conditions of promotion include required educational (vocational) qualifications, practical experience specified by law, managerial skills, health, physical and psychological suitability and, in relation to any service position that can be held based on application, the submission of the application. When applications are invited for obtaining any educational (vocational) qualifications required for promotion, each member of the professional staff shall have equal opportunity to participate.

Pursuant to Section 73 of the Armed Services Status Act, members of the professional staff must be provided with opportunities to attend training organised in or outside the schooling system in order to be able to obtain the educational or vocational qualifications required for a higher or leadership position by taking into account the interests of the service and for the purposes of ensuring predictable promotion. In addition, members of the professional staff must also be given the opportunity to engage in further education individually if they so decide without violating the interests of the service. Members of the professional staff must take part in professional upgrading or re-training in order to develop their professional knowledge. The failure to fulfil training and further training obligations due to reasons attributable to the individual concerned entails legal consequences as specified by law. Pursuant to Section 74, senior officers exercising employer's rights may enter into a study contract with a member of the professional staff or an individual undertaking to join the professional service about engaging in an educational programme or training conducted in a civilian training institution or outside the schooling system. In addition, in 2014 a four-year further training system was introduced, the completion of which is a prerequisite of promotion. Promotion to a senior position is limited to graduates of courses designed to train senior law enforcement officers' master leaders.

- **Rules pertaining to people covered by Act CXIII of 2011 on National Defence and the Hungarian Army, and on Measures Permissible in a Special Legal Regime (hereinafter: National Defence Act) and Act CCV of 2012 on the Legal Status of Soldiers (hereinafter: Soldiers' Status Act)**

Professional and contracted soldiers serving in the Hungary Army volunteer to do military service as a special public service. Section 40 (2) of the National Defence Act states that joining the service in peace time is based on the free decision and voluntary application of future members of staff.

“In peace, the members of actual staff perform military service based on voluntary application.”

The Soldiers' Status Act regulates in detail the ways to establish, modify and terminate a service contract, and therefore each member of the staff undertakes and performs professional or contract-based military service accordingly.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

During the reporting period, no programme or project aimed at implementing applicable laws and regulations.

3) KEY DATA, STATISTICS

Due to the reason indicated in the previous point, no data are available for the reporting period.

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **ECSR asks for information about changes, if any, in the regulation of the exceptions specified in Section 22 (1) of Act CXXV of 2003 on Equal Treatment and Promotion of Equal Opportunities (hereafter referred to as: Equal Treatment Act).**

No changes occurred in the provisions of Section 22 (1) of the Equal Treatment Act during the reporting period.

- **ECSR asks for information about the legal remedies available to victims of direct or indirect discrimination and to those who challenge the exceptions specified in Section 22 (1) of the Equal Treatment Act.**

Pursuant to Section 15 of the Equal Treatment Act, the injured party may decide to launch a procedure at the Equal Treatment Authority (hereinafter: ETA) or, depending on the injury, may take the matter to court (e.g., in labour issues). The proceedings of ETA are governed by Sections 15/A and 16 of the Equal Treatment Act and Act CXL of 2004 on the General Rules of Administrative Proceedings and Services. No appeal can be lodged against an ETA decision, parties seeking legal remedy may apply directly to court. The court proceeds in compliance with the provisions of Chapter XX of Act III of 1952 on Civil Proceedings pertaining to Administrative Lawsuits.

Point j) of Section 21 of the Equal Treatment Act, which is one of the applicable substantial law provisions, was amended during the reporting period. The previous report could not yet cover that provision, as it was inserted into the Equal Treatment Act from 7 April 2012 pursuant to Section 7 of Act XXI of 2012 on the Amendment of Certain Acts on the Implementation of Expected Wage

Increases and Employment as specified below:

"Section 21 of the Equal Treatment Act: It is considered a violation of the principle of equal treatment in particular if the employer inflicts direct or indirect negative discrimination upon an employee, especially when the following dispositions are defined or applied:

j) in relation to requesting or taking parental leave to promote the accord between employees' parental and work related duties and to increase the time available for child care.

This modification is important in that the legislator intended to insert into an act the prohibition of any negative discrimination relating to parental freedom, which may be enforced in practice irrespective of this legal amendment. However, considering that according to the opening paragraph of Section 22 of the Equal Treatment Act, the list of points in non-exclusive, employers are prohibited to apply any direct or indirect form of negative discrimination during the establishment or application of any other provision.

In terms of the procedural provisions of the Equal Treatment Act, no changes in merit occurred regarding essential content have occurred, although the restructuring of the Equal Treatment Act may still leave the impression that all procedural rules have changed. The provisions governing the legal consequences and legal remedies applicable upon a violation of the requirements of equal treatment are included in "Legal consequences applicable in the case of violation of the requirements of equal treatment" of the Equal Treatment Act.

Section 17 of Equal Treatment Act: "A regulatory procedure may be started to assess the application of the requirement of equal treatment if no more than a year has passed from the date of learning about the legal infringement and no more than three years have elapsed from the actual infringement.

Section 17/A (1) If the Authority has established that the requirement of equal treatment has been violated, it may

- a) order that the situation constituting a violation of law be eliminated,*
- b) prohibit the further continuation of the conduct constituting a violation of law,*
- c) order the public disclosure of its final decision in a manner that prevents personal identification with the exception of the public data of the party violating the law,*
- d) impose a fine,*
- e) apply a legal consequence determined in a special act.*

(2) For the purposes of Paragraph (1) c), data published in the interest of the public include the natural identification data and address of natural persons and the name and registered office of legal entities and other organisations without legal entity violating the law.

(3) The legal consequences set out in Paragraph (1) shall be applied to all the circumstances of the case, including especially the injured parties, the reversibility of the disadvantage caused by the violation of law, the duration of the violation, the repetition and frequency of the non-compliant conduct, the economic importance of the non-compliant party and the conduct of the non-compliant party assisting in and cooperating with, the procedure.

(4) The legal consequences set out in Paragraph (1) can also be applied collectively.

(5) The amount of the fine may vary from fifty thousand to six million Hungarian forints.

(6) If the Authority establishes that an employer subject to the obligation to approve an equal opportunities plan has failed to meet this obligation, it shall call upon the employer to rectify the omission and, with the appropriate application of Paragraphs (3) and (4), the Authority may apply the legal consequences defined in Paragraph (1) c)-e).

(7) The procedure for imposing a fine for the violation of any provision requiring equal treatment may be launched within the later of three months after the authority learns about the violation and

within a year after the violation itself. When violating conduct or condition is continuous, the time limit shall commence at the time it is terminated.

Section 17/B (1) The decisions of the Authority shall be final without the right to appeal.

(2) The decisions and orders of the Authority in a pending procedure concerning the violation of the principle of equal treatment may not be altered or annulled by supervisory powers.

(3) In a judicial review, the Budapest Court of Public Administration and Labour proceeds in a panel of three professional judges, if the party concerned requests so in a filed petition or the Authority requests so in a statement of its own relating to the contents of the petition.

An injured party may also submit a violation of the requirement of equal treatment to another competent public administrative agency (e.g., National Consumer Protection Authority) for a procedure. In such cases, the public administrative agency or authority where the action was launched earlier will proceed, and the other agency may not do so.

”Section 15 (1) of the Equal Treatment Act: Violation of the principle of equal treatment within the scope of this Act shall be investigated by

a) the authority, or

b) another public administration body with competence granted in a separate act to judge violations of the principle of equal treatment as chosen by the injured party.

(2) The Authority shall inform the public administration body with competence granted in a separate act, and that public administration body shall inform the Authority, about the instigation of the procedure, its legally effective completion and any final judgement made or court order issued in the course of a court review of the decision.

(3) If a procedure has been instigated at any public administration body pursuant to Paragraph (1) then, in the same matter, other public administration bodies

a) shall not proceed in a breach of law committed against the same person,

b) shall suspend their procedures pending in respect of breaches of law committed against another person until a binding judgment is made in the matter.

(4) If a matter has been judged by any public administration body then, in the same matter, other public administration bodies

a) shall not proceed in a breach of law committed against the same person,

b) shall act , while proceeding against breaches of law committed against another person, with reference to the facts of the case established in the binding decision.”

A court procedure may also be launched against a violation of the principle of equal treatment (personal rights cases affecting the duty to ensure equal treatment or labour lawsuits). Once a court decides a case with final force, no procedure may be launched in front of the authority in the same case. If a procedure is pending both in court and in front of an authority against a violation of the principle of equal treatment, the authority may proceed, but will suspend its procedure until the conclusion of the court case *res judicata* and will inform the court of its decision to that effect. The court sends its effective decision adopted in the case to the authority. Next, the authority proceeds on the basis of the facts stated in the court decision after the decision has been received. That is to say, court decisions are not necessarily binding for the authority, but the authority has to take into account the facts established by the court.

Regulatory background:

“Section 15/B of the Equal Treatment Act: (1) If a party whose rights have been infringed upon due to the violation of the principle of equal treatment or the party entitled to enforce claims in public

interest launches a procedure in court, the authority or another public administration agency referred to in Section 15 (1) b) shall suspend its procedure until the case is judged res judicata and shall inform the court of its decision to that effect.

(2) The court sends to the authority or to any other public administration agency referred to in Section 15 (1) b) its final decision on the violation of the principle of equal treatment or its decision on suspending a procedure pending before it.

(3) After receipt of the court's decision, the authority or the other public administrative agency referred to in Section 15 (1) b) proceeds, in relation to the same violation of law in consideration of the facts established in the court decision.

(4) Following the entry into force of a court decision, no procedure can be launched at a public administrative agency with regard to the same violation of law

a) for a violation of law committed against the same person,

b) in the case of any violation of law committed against another person, the authority or the other public administrative agency referred to in Section 15 (1) b) shall proceed on the basis of the facts established in the court decision.”

- **ECSR requests information on the equal opportunity plan which promotes equality and is acceptable to employers, trade unions and works councils.**

The information provided and the legal regulations presented in the previous report continue to apply.

- **Information on the Hungarian regulation to support the interpretation of the ECSR requirements applicable to the employment of detained employees.**

In the reporting period, the following rules were applied to employment during detention:

Pursuant to Section 44 of Law Decree No. 11 of 1979 on the implementation of penalties and measures (hereinafter: Law Decree) having convicts perform work was an important part of imprisonment. Penal institutions ordered convicted persons to perform socially useful work which suited their abilities. The regulations required that the physical and intellectual capacities, and, whenever possible, the vocational qualifications and interests of convicted persons be taken into account during the specification of work assignments. Pursuant to the Law Decree, the work related rights and obligations of the convicted persons were governed by the general provisions of labour law, with differences emanating from the specificities of penal execution. The Law Decree required the provision of healthy and safe work assignments to inmates who performed work. The working hours of convicted persons were the same as the working hours established in the employment regulations; each convicted person was entitled to 20 days of paid leave.

The Decree of the Minister of Justice No. 6/1996. (VII.12.) on the rules of the implementation of imprisonment and pre-trial detention (hereinafter: MoJ Decree) defined the specific rules of labour in prison. Pursuant to Section 106 of the MoJ Decree, the employer shall

- provide conditions of healthy and safe work as specified by law;
- provide information and control required for the work and conduct the required training;
- establish work schedules that match the nature of the work and the composition of convicts participating in the work;
- organise the work continuously;
- pay remuneration for completed work;
- classify work processes and jobs into hazard categories in compliance with labour safety criteria;
- enable convicts to exercise their rights arising from labour in prison.

The MoJ Decree regulated, with reference to the applicable provisions of the Labour Code, the working hours, the working time allowance of individuals taking part in training, the rest period, the rules of extraordinary work, the length of and the rules of authorising paid leave, the remuneration for the work and the basic remuneration. It also defined the remuneration of trainees, and the rules pertaining to supplements, idle time and financial incentives for convicted people. Other detailed rules of employment are regulated in 17/1999 BVOP Directive. The preparation, contents and responsibility for contracts concluded with other business associations are included in the BVOP Directive No. 1-1/9/2013. (III.26.) on issuing methodological guidelines regarding the tasks associated with the employment of detainees under toll work agreements. Penal institutions could regulate further issues in contract they concluded with businesses.

In order to control the enforcement of labour law and labour safety regulations, the legislator stated in Government Decree No. 306/2014.(XII.5.) on appointing the party with the power to act as the authority responsible for occupational safety and health and employment with regard to detainees held in penal institutions that the National Commander has the power to act as authority of first instance. A separate health and safety officer and the Department of Business Associations perform the duties reserved for the employment authority in the organisation of the National Headquarters of Prison Administration. . The activities are regulated in the Decree of the Minister of Interior No. 63/2014. (XII.15) on the occupational health services relating to detainees at penal institutions and on the labour inspection of the employment of detainees under penal labour contracts.

- **In relation to domestic work performed by natural persons, the ECSR requests information about the following:**

a) Is domestic work subject to labour inspection?

Domestic work, which is regulated in Act XC of 2010 on the Creation and Amendment of Certain Acts Governing Economic and Financial Affairs, is a legal relationship created for the purpose of employment and as such, it falls within the scope of Act LXXV of 1996 on Labour Inspection (hereinafter: Labour Inspection Act). However, Section 9 (3) a) of the Labour Inspection Act clearly states that the place of residence of a private individual employer is not a place of work, hence labour inspectors may not conduct on-site inspection in view of that provision, i.e. as a general rule, the provisions of the Labour Inspection Act referred to above grant no authorisation to actually inspect domestic work.

b) Does the criminal law provide effective protection to domestic employees against the employer's exploitation?

In terms of the sanctions available under criminal law, , community service work is the only form of penal labour that can be imposed as punishment in Hungary pursuant to Act C of 2012 on the Criminal Code (hereinafter: Criminal Code).

The Criminal Code in force provides that any form of force exerted to get someone to work is punishable and is covered under Forced Labour, a separate sub-heading in the Code. Claims of forced labour may be ascertained whenever a perpetrator resorts to conduct in a specific way, exploiting the helplessness of others, or by applying violence or threat. Forced labour is punishable with imprisonment for 1-5 years and, in qualified cases, with imprisonment for 2-8 years. Furthermore, the Criminal Code punishes trafficking in human beings for the purpose of exploitation with imprisonment for 1-5 years and, while the upper limit of punishment for perpetrating the same

act in a criminal organisation is 10 years.

In order to protect third country citizens, perpetrating the case described in Section 356 of the Criminal Code on the unlawful employment of third country citizens whereby an individual employs third country nationals who hold no permit to work and may not therefore engage in activities that generate income. If a third country national is employed under especially exploiting terms and conditions or is a victim as an employee of trafficking in human beings, the employer is punishable with imprisonment up to 3 years. In addition, perpetrating the acts described in Section 209 of the Criminal Code as Child Labour whereby a person employs a third country national who is under eighteen years of age and holds no permit to work and may not therefore engage in activities that generate income is punishable with imprisonment up to 3 years.

Fight against forced or mandatory labour and trafficking in human beings for the purposes of forced or mandatory labour is a priority in line with international and social expectations and Hungary's involvement in the fight against trafficking in human beings.

c) Do foreign employees have the right to look for another employer, or do they lose their right to settlement if they leave their employer?

In Hungary a specific period (of 3 or 5 years) of uninterrupted lawful residence is required in order to acquire the right to settlement. Third country employees may satisfy the requirement of continuous lawful residence in Hungary regardless of the purpose for which a residence permit is issued. If therefore an employee left a former employer and looked for another but his/her residence permit could be extended under a different title (e.g., family reunification, studies, "other") while searching for a job, and the period of continuous residence required to obtain the right to settle down will not be interrupted. Consequently, the right to settlement depends primarily on the continuity of lawful residence and not on the continuity of employment.

- **The ECSR requests current information about the right to unemployment benefits, lost if an individual rejects a job offer.**

See the information described in Section 1) A.

- **The ECSR requests information on the legal regulations that apply to the protection of civil rights and human dignity, and how it is interpreted in judicial practice for the protection of the private life against interventions in connection with labour relations?**

Hungary adopted her Fundamental Law in the reporting period. The law entered into force on 1 January 2012. In terms of the right to human dignity, the Fundamental Law contains a provision which is practically identical with that in Act XX of 1949 on the Constitution of the Republic of Hungary and therefore Section 5 of the Closing and Miscellaneous Provisions of the Fundamental Law contains the following provision in respect of Constitutional Court decisions adopted prior to the entry into force of the Fundamental Law.

"The decisions of the Constitutional Court taken prior to the entry into force of the Fundamental Law are repealed. This provision shall be without prejudice to the legal effects produced by those decisions."

Consequently, the former practice of the Constitutional Court continues to prevail in view of the identical content of the provisions and the Constitutional Court must justify any diversion from it. On

that basis, Decision No. 23/1990. (X. 31.) of the Constitutional Court on human dignity continues to prevail as there is no Constitutional Court decision to the contrary.

The previous report described data protection aspects relating to human dignity, especially those that relate to observation at the workplace by electronic means, and also described the related practice of the Data Protection Commissioner.

During the reporting period, the regulatory environment which used to governing that issue changed significantly. Since 1 January 2012, the protection of personal data has been subject to Act CXII of 2011 on the Right of Informational Self-Determination and on Freedom of Information. This Act terminated the institution of the data protection commissioner and created the National Authority for Data Protection and Freedom of Information (hereinafter: NADPFI), an autonomous public administrative agency called into existence by the new legal environment. The new authority took transfer of all the duties to investigate violations of data protection law from the data protection commissioner and is responsible for a broader set of regulatory duties. The entry into force of Act I of 2012 on the Labour Code (hereinafter: the new Labour Code) on 1 July 2012 laid down new foundations for the legislative framework of employment.

Due to the above, NADPFI, acting upon the authorisation granted by law, issued a set of recommendations about the basic requirements of electronic surveillance systems applied in a workplace (NADPFI Recommendation No. -4001-6/2012/V; hereinafter: NADPFI Recommendation). Similarly to the practice of the data protection commissioner described in the previous report, NADPFI considers it very important that surveillance conducted with electronic surveillance systems may not prejudice the human dignity of employees and declares that the application of such systems may not violate human dignity. This rule is also included in Section 11 (1) of the new Labour Code as a general rule pertaining to the control of employees by employers. According to the position of NADPFI, no electronic surveillance system may be installed e.g., into rooms used by employees as a changing room, bathroom or shower, and sufficient information must be provided to all individuals concerned about the surveillance system, including employees as well as visitors and clients, if surveillance (also) covers areas accessible by such persons. The purpose of the NADPFI Recommendation is to facilitate consistent application of the law until a legal regulation is issued for the observation of workplaces by electronic means for control purposes and to create a predictable and transparent framework for both employees and employers.

In terms of private law, personal protection rights are regulated in detail in Act V of 2013 on the Civil Code (hereinafter: new Civil Code); these provisions also govern employment relationships. The provisions of the new Civil Code on protecting privacy are described in Section 2 of the Annex to the response letter.

Act IV of 1959 on the Civil Code, effective until 14 March 2014 (hereinafter: the Civil Code) regulated the concept of human dignity in relation to the protection of good reputation and honour. Contrary to that, the new private law code puts the right to human dignity into the centre of protecting privacy under private law, as the parental law of all specified and non-specified rights relating to personality and provides a broader definition of the concept by bringing it closer to the concept used in the Fundamental Law without making it fully identical with it.

According to a decision of the Supreme Court, any arbitrary intervention into the private autonomy of an individual violates the individual's general right to privacy. The 'arbitrariness' of an intervention is ascertained when it runs expressly contrary to the will (aspirations) of the individual. It is excluded in cases when interventions are permitted by law or serve to protect the life or property of others, and do not exceed the reasonable and expected degree [LB Pfv.IV.21.028/2000.].

Following a non-exhaustive list of specific rights relating to personality, the Civil Code regulates the ones in relation to which it intends to provide a normative rule (e.g., by defining a particular privacy interest or the cases of violation). The list of rights relating to personality under the Civil Code is not fully identical with the catalogue of fundamental rights under international treaties considering that they also include numerous human rights of individuals that the state basically protects with the instruments of public law and for the protection of which the instruments available under the civil law are not adequate or sufficient.

In line with the requirements of international agreements and previously developed judicial practice, the new Civil Code expressly defines the obligation to respect private life (privacy) within the framework of the concept of the general personal right of an individual [new Civil Code 2:43 b)]

According to a decision of the Supreme Court, any arbitrary unjustifiable and unnecessary intervention into the private autonomy of an individual (especially when made in order to obtain a financial gain) violates the general personal right of the individual. In general, any intervention is arbitrary when it is expressly contrary to the will and intentions of the individual, or when the individual concerned is unaware of it and it is not justified by other circumstances either. Naturally, an intervention cannot be arbitrary when it is authorised by law, or serves to protect the life or property of others, and when it does not exceed the expected reasonable degree [LB Pfv.IV.21.028/2000.].

The prohibition of any discrimination against natural persons set forth in the new Civil Code is the reflection of this fundamental constitutional right in civil law. In view of the absolute structure of the protection of personal rights, the new Civil Code does not sanction the violation of the requirement of equal treatment but, in an inverse manner, requires us to refrain from contravention, meaning negative discrimination.

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

3. to establish or maintain free employment services for all workers;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

I. The structure of state employment services

In the reporting period there have been fundamental changes in the structure of Hungarian public administration, including that of the public employment agency. The restructuring of the whole Hungarian public administration system received high priority in the public policy plans of the new Government, formed in 2010.

In 2010 the formerly independent portfolio, known first as the Ministry of Labour, and then as the Ministry of Labour and Social Affairs, ceased to exist simultaneously with the reduction of the number of ministries and was re-organised as an Office of the Minister of State (Office of the Minister of State) responsible for Employment in the newly established Ministry for National Economy (hereinafter: MNE). In 2014 the role of vocational and adult training policy started to carry increasing weight in the activities of the Office of the Minister of State, and a separate Office of the Deputy Minister of State was established to direct that area. The Office of the Minister of State responsible for employment policy currently operates as the Office of the Minister of State of MNE responsible for the Labour Market and Training.

Pursuant to Government Decree No. 152/2014 (VI.6) on the tasks and powers of the members of Government, the Office of the Minister of State of MNE is the national professional controlling body of the national employment agency. The Office of the Minister of State consists of two offices of Deputy Ministers of State: the Office of the Deputy Minister of State responsible for the labour market and the Office of the Deputy Minister of State responsible for vocational training and adult training. The Office of the Minister of State responsible for employment controls the employment service.

Between 2010 and 2012, the duty to coordinate labour market policies at medium level was assigned to the Employment and Social Office (hereinafter: ESO), and then the Employment Office (hereinafter: EO). Between 2012 and 2014 health and safety and the related supervision as well as vocational and adult training were integrated into the labour function and the NLO was established, which operated for two years.

Organisational changes in the reporting period

Within the framework of the complex reform of public administration and pursuant to Government Decree No. 288/2010. (XII. 21.) on Budapest and county government offices, the employment centres were integrated into the organisation of government offices as sectorial administration agencies and as organisational units of Budapest and county government offices. The NLO retained its professional control over employment centres but the Minister responsible for public employment took transfer of its powers to control and supervise the NLO's public employment related duties. When the Government Decree No. 315/2010. (XII. 27.) on the National Employment Service was modified on 1 October 2011, the employment centres with overarching powers and competences were wound up and replaced by a single system of employment centres, where each centre has the same powers. Simultaneously, the agencies were also restructured and agencies were also developed for employment

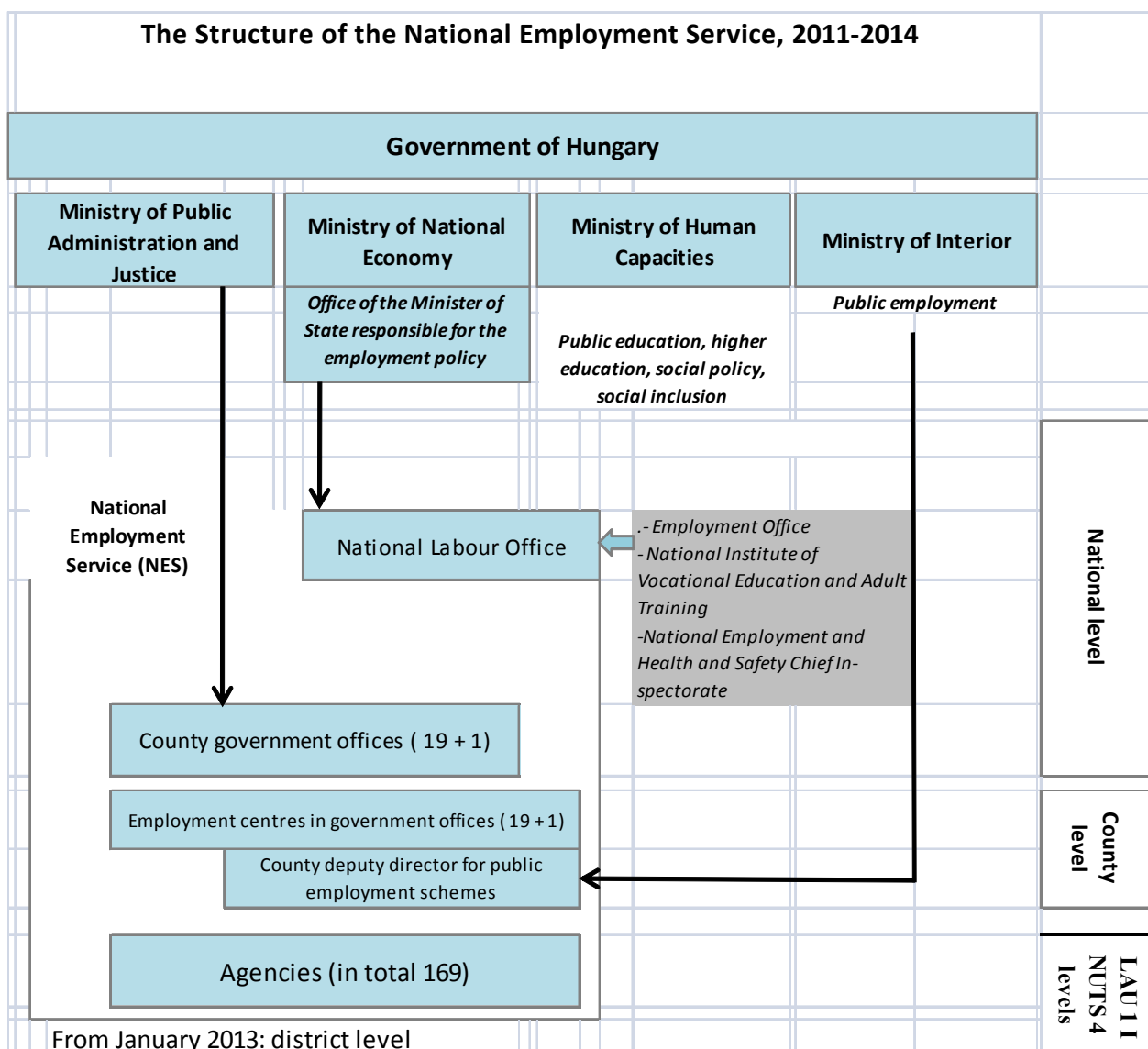
centres which were previously unaffiliated with an agency by transferring existing agencies.

As part of the previous process, the complex reform of public administration also continued in 2012. For PES, the most significant event in the process was the establishment of NLO as a new central agency of administration, formed on 1 January 2012 with the merger of the Employment Office, the National Office of Vocational and Adult Training and the National Labour Inspectorate. The decision to establish the NLO was set forth in Government Resolution No. 1413/2011. (XII. 1.). Employing 445 people, the new organisation is a supreme body vested with duties to coordinate and to exercise professional control and has integrated both employment policy and other functions such as health and safety, work hygiene and occupational health and the professional areas of vocational and adult training, which were formerly operated in an independent system of organisations. As a unit of the NLO organisation with independent duties and competences, The Health and Safety Directorate (NLO HSD) is responsible for the areas of health and safety, work hygiene and occupational health. Government Decree No. 323/2011 also refers to the NLO as the agency responsible for public vocational and adult training task, but the respective organisational unit of NLO, i.e. the Vocational and Adult Training Directorate, has not been not assigned independent tasks or competences in relation to those powers.

Apart from one major exception, no changes occurred in the organisation in 2013 owing to the fact that the major restructuring had already been completed and therefore 2013 was practically the year of organisational consolidation.

The major organisational restructuring involved the establishment of district offices, in relation to which the decision was made in 2012 but the implementation was postponed to 2013. As professional administration bodies of the district (Budapest district) offices attached employment agencies , as well as other local special administrative bodies, to district offices to act as an administrative body of the line ministry, as a result of which employment and labour market tasks may be performed in that new structure locally in the future. The integration of employment agencies began on 1 January 2013.

The administrative agencies of rehabilitation, which previously operated within the National Office for Rehabilitation and Social Affairs, were integrated into the new structure of government offices from 1 July 2012. As a result of that process, rehabilitation tasks, which employment agencies also used to perform, they were transferred from the agencies to the administrative bodies responsible for rehabilitation.



II. Regulatory changes in private job mediation activities in the reporting period

The registration and the conditions of pursuing private placement services have been regulated in Government Decree No. 118/2001 (VI.30.) on the registration, and the conditions for the continuation, of activities related to employee hiring and private placement agencies (hereinafter: Placement Decree) since 30 June 2001. The Placement Decree was amended by the following legal regulations in the reporting period:

- Government Decree No. 351/2010. (XII. 30.) on the amendment of certain government decrees in relation to the establishment of Budapest and county government offices. Due to the establishment of the county and Budapest government offices, the title of employment centres had to be clarified within the application of the decree [Section 1 (1)].
- Government Decree No. 135/2012. (VI. 28.) on the amendment of certain Government

Decrees relating to the entry into force of the new Labour Code. In order to make the regulations consistent with the new Labour Code, the definitions of the Placement Decree were modified. [Section 2(1)e)-g)].

- Government Decree No. 171/2011. (VIII. 24.) on the amendment of certain Government Decrees relating to public employment
- Government Decree No. 171/2011. (VIII. 24.) on the amendment of certain Government Decrees relating to public employment The rules public work agency services were integrated into the provisions of the Placement Decree, thus assisting the implementation of the public employment programme.

There have been no relevant changes in the conditions of private placement or temporary placement of employees during the reporting period.

However, the new Civil Code changed the regulations pertaining to legal entities slightly. Following the entry into force of the new Civil Code on 15 March 2014, no joint venture can be established. General partnerships and limited partnerships became business associations with a legal entity.

According to the new rules of organisation, the following organisations may pursue private placement activities:

- business associations with a legal entity: limited liability companies, limited partnerships, private or public limited companies and general partnerships
- other legal entities: cooperatives, associations and federations,
- private entrepreneurs, one man companies,
- enterprises registered in an EEA state.

Pursuant to Government Decree No. 355/2012. (XII. 13.) on the amendment of certain Government Decrees on the simplification of the submission of specimen signatures and certificates of incorporation, the situation was made simplified even further since private placement agencies have to attach a declaration containing their name, registration number and taxation number to the documents specified by law instead of their certificate of incorporation. If the applicant is a registered company, the employment centre obtains its certificate of incorporation electronically by directly querying company records.

The provisions on the temporary placement of employees in public employment are new rules in the Placement Decree. The law defines the concept of temporary placement for public employment purposes and public work agencies:

“h) temporary placement for public employment purposes: temporary placement under a public employment contract;

i) it public work agency: a local government or the local government of a minority or an association thereof, and any public benefit organisation specified in Act CLXXV of 2011 on the Right of Association, the Public Benefit Status and the Operation and Support of Civil Organisations for non-governmental organisation.”[Section 2(1) h)-i)]

The employment centre with competence over the registered office of a public work agency authorises temporary placement for the purpose of public employment if the service complies with the requirements set out in Section 4 (1) a)-c) of the Placement Decree and if the public work agency employs a mentor referred to in Section 17/C [Section 17/B (1) of the Placement Government Decree].

These conditions are as follows:

- registration in the company register or, if the conditions of operation require any other court registration or registration by an authority, registration in the required register, and the Sections of Association or Deed of Foundation or statutes include the pursuit of temporary placement activities,
- the applicant or at least one person employed by the applicant has the professional qualification and practice specified in the annex to the decree,
- an office, suitable for the activity is available.

The purpose of mentoring service is to provide personal assistance to the public employee to prepare for work, to find a job independently, or to integrate into the workplace. To achieve that, the mentor provides the following services to the public employee:

- a) supplies information on the support, benefits and services provided by the public employment agency and on the characteristics of the labour market,
- b) provides information on the basic health and safety and labour regulations pertaining to employment,
- c) provides support in shaping and maintaining the network of contacts required for cooperation,
- d) provides personal assistance in job search, the selection of the right training, the successful completion of the training and integration after finding a job,
- e) provides assistance in performing the obligation to cooperate with the employment agency.

Only individuals holding the qualification required in the legal regulation on labour market services and support available in relation to them may be employed as a mentor. [Section 17/B(5)-(6) of the Placement Government Decree]

The public work agency concludes a contract of public employment with the public employee for at least 60 days. Public employment contracts are concluded for the purpose of temporary placement but the public work agency may also employ the employee in the framework of its own activities for the period between placements [Section 17/C(1) of the Placement Decree].

Public employees temporarily placed by a public work agency may not be employed in jobs, the performance of which requires a contract of employment with a government employee, public servant or government official [Section 17/C(2) of the Placement Government Decree].

A public work agency shall, during the period between temporary placements under public employment

- a) provide training to public employees, or
- b) provide a mentoring service to public employees. [Section 17/C(3) of the Placement Government Decree]

According to the provisions of the Government Decree No. 171/2011. (VIII. 24.), the structure of disclosures is as follows:

Private placement agencies shall use the form published on the website operated by the Ministry to make disclosures with the following content about the activities conducted in the current year for each site by 31 January of the subsequent year:

- a) data of the private placement agency:
 - aa) number of offices in Hungary;
 - ab) number of employees;

- ac) net sales (in HUF million) by staff group (on the basis of temporarily placed employees) and by sector of the national economy;
- ad) database size;
- b) number of temporary placements of Hungarian citizens in Hungary (number);
- c) number of temporary placements abroad by country, and by citizenship (number);
- d) number of temporary placement of foreign citizens for doing work in Hungary by citizenship (number) [Section 13 of the Placement Government Decree].

The employment centres of the Budapest and county government offices forward the aggregated data indicated in Sections 12-13 along with the number and form of organisation of the work agencies and private placement agencies they registered by 31 December of the current year, the number of work agencies and private placement agencies registered and deleted in the current year by 31 March of the subsequent year to the NLO in order to support analyses, processing and publication. [Section 14 of the Placement Government Decree].

As regards the delivery of private placement services free of charge, we wish to remark that, pursuant to the Placement Government Decree, a private placement agency may not charge jobseekers any fees or costs to for its services.

2) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information on the number of employees working in employment centres, the ratio of employees dealing with the placement of the unemployed and on the number of jobseekers managed by one employment advisor.**

As a result of the territorial restructuring of public administration described in point 1) above, employment centres were also fully integrated into county government offices. The main objective of organisational integration was to create a new cost effective public administration system that satisfies the requirements of electronic public administration and can also respond to the needs of fast, up-to-date, customer friendly, one stop shop administration, which the Government intends to achieve through continuous development of the government windows and the transfer of certain types of cases to them, as well as the expansion of the electronic administration options. However, it is important to highlight that in terms of the cases falling within the scope of competences and powers of the employment centres, government windows function only as intermediary authorities, performing administrative tasks relating to transmission and information, but relevant administrative services are not provided through a government window.

At present, employment representation offices operate as organisational units within the employment departments of the district offices. Agencies operating with a small staff and those outside district seats continue to function as labour market points. Following the transformation of the organisational system of public administration, 156 employment departments were set up in district offices and 17 additional labour market points were founded. According to data reported for 1 April 2015, employment departments perform their duties with 2,005 authorised staff members and 286 additional employees, who work for various programmes financed by the European Union (SROP, EDIOP).

The employment centres of Budapest and the county level government offices had operated as independent line agencies before 31 March 2015. In Q1, these employment agencies of Budapest and the counties employed 792 people to perform the tasks laid down in legal regulations on employment

and the labour market. Staff breakdown: 7% (58 people) – HR tasks, 19% (149 people) – professional tasks related to active labour market instruments, 17% (134 people) - public employment tasks, 5% (40 people) – design and coordination of labour market programmes, 7% (52 people) – labour market surveillance, 18% (145 people) – fund management and financial tasks, 27% (214 people) – other authority and related activities. Moreover, 87 people worked under purchased services and 1,066 additional people performed work at the central county organisations within the framework of the programmes financed from EU resources.

Since 1 April 2015 Employment Departments have been established in the government offices of the capital and 19 counties and the responsibilities of the employment centres have been integrated into them. The structure of the Employment Departments is different in each county. In most counties the Employment Department consists of 4 units: Public Employment Unit, Fund Management Unit, Labour Market Unit and Health and Safety and Labour Inspection Unit. In three smaller counties (Győr-Moson-Sopron, Vas and Veszprém counties), only a Labour Market Unit and a Fund Management Unit were created through consolidation. In the larger counties (Borsod-Abaúj-Zemplén, Pest and Budapest), the health and inspection and labour inspection tasks and regulatory and collection functions are performed by separate units.

The new public administration structure became active in April 2015 with a total of 218 employees performing public employment tasks at the county Employment Departments, 225 people involved in fund management, 390 people responsible for labour market and employment tasks and 629 people performing regulatory tasks in the field of rehabilitation, health and safety and labour inspection, as they were extended during the organisation restructuring. Furthermore, 1,088 people work at the county departments within the framework of programmes financed by the European Union.

The PES staff varied between 4,000 and 5,000 people in the last five years. Following the restructuring on 1 April 2015, the PES central office function was transferred to the MNE with tasks performed by approximately 100 people. At the county agencies, the total staff of the labour market departments is 372 employees, while 1,959 administrators work in the districts. This is supplemented by the approximately 1,100-strong total staff of EU programmes, the departments of the Ministry of the Interior responsible for public employment (Public Employment Strategy and Coordination Department, Public Employment Statistics, Analysis and Monitoring Department, Public Employment Training and Service Department), as well as CO AEPS, with approximately 80 people.

Simultaneously with the operation of PES, Government Decree No. 118/2001 (VI. 30) regulates the private placement agency activities. On 31 December 2013, 506 private placement agencies operated as registered head offices and 226 functioned as premises. On the basis of the available data, it can be concluded that the number of jobseekers visiting private placement agencies increased between 2001 and 2010. In 2010 their number was close to 1.5 million. After 2010 the number of jobseekers decreased for three consecutive years. In the current year, the registers of the private placement agencies included in total 454,600 jobseekers.

Apart from the traditional personal (F2F) employment service, the PES introduced its on-line job portal, known as the Virtual Labour Market, in the summer of 2013. The Virtual Labour Market Portal (VLMP, <http://vmp.munka.hu>) introduced on 15 July 2013 was one of the successful on-line services of the employment service both among jobseekers and employers. During the 18 months since its launch, the VLMP had more than 800,000 visitors and it currently offers more than 11,000 vacancies, while employers can query 42,000 CVs. 3,300 employers tried VLMP and registered in total 9,000 vacancies directly. Including those vacancies in the jobs offered by the employment

service required substantially less effort from representation office specialists than earlier.

In total, it may be concluded that with the phased development of the single territorial administration system, NES has become part of the territorial administration structure, functionally controlled by the Prime Minister's Office. The staff and resource allocations are defined in the Prime Minister's Office and in certain Budapest, county and district government offices by taking into account the labour market characteristics of the various districts and the professional guidance of the MNE, which exercises professional control. The modernisation process of the NES, which began in 2002, will be completed in summer 2015.

District offices performing employment related tasks were significantly renewed with tools and instruments introduced or to be introduced soon to provide effective support to the operation of the organisation. These tools include a target-based performance management system, quality assurance and quarterly HR management survey. The customer categorisation system of jobseekers (jobseeker profiling), which will be introduced and operated in nationwide from January 2016, will also improve the efficiency of active labour market programmes. Following the nationwide introduction, all (new) customers using the services of the employment centre will receive a categorised individual action plan. Profiling helps supply services and support that suit better the needs of individuals and the labour market situation, as a result of which individuals will have better chances to find a job in the labour market. The system allows for more effective utilisation of the services and the resources of the support instruments, and also contributes to more effective targeting in the public employment programme.

The concurrent use of all these tools can help the operation of NES, which can adapt better to employer and employee/jobseeker needs. Employment Information Points (hereinafter: EIP) were opened in 2008; the 373 EIPs cover the whole country. Based on the strategic agreement between Magyar Posta and NES, Posta Agora points were added to the network. In the new territorial structure of public administration, government windows will offer universal information and administration services to citizens and enterprises. The first step in the development of the one-stop shop administration system was the opening of what are known as Government Windows, i.e. integrated customer service points of government offices at 29 locations of the country on 3 January 2011. The customer service points were launched with 29 case types and a main objective of providing full information to customers on public administration issues. By the end of 2015, the number of government windows will increase to approximately 240. At present 423 types of cases can be processed through government windows, 412 of which are regulatory in character and 11 involve a supplementary service (e.g., registration on the citizen's portal).

- **ECSR requests further explanation as to what is meant by employment placement services.**

Sections 12-14 of the Decree of the Minister of Economy No. 30/2000 (IX.15.) on labour market services and support available in relation to them defines the concept and framework placement in the labour market. District offices engage in placement services in cooperation with individuals registered as jobseekers [Section 58 (5) d) of the Employment Act] and other parties requesting intermediation (hereinafter: jobseekers), as well as in cooperation with the employers offering jobs.

Within the framework of placement services, a district office:

- a) conduct interviews with jobseekers, in the course of which it describes the conditions of employment and any impeding circumstance (school qualifications, vocational qualifications, previously held jobs, professional experience, home address, temporary residence, working

ability), and informs them of the main characteristics of the job opportunities that suit the jobseeker, including especially, the place and time of the job, work procedures and potential income,

- b) advises the individual referred to in Paragraph (1) to use an appropriate service, when a circumstance that impedes employment is established,
- c) maintains contact with the parties offering jobs, who employ or who intend to employ natural persons under an employment contract, and
- d) facilitates meetings between jobseekers and the parties offering jobs in order to facilitate the establishment of an employment relationship between them.

Placement can take the form of single or group placement.

During the delivery of placement services it is prohibited to:

- a) arrange job placement for an individual who may not be employed under an employment contract or under any other contract involving work outside employment in accordance with the applicable legal regulations,
- b) place an individual into a non-existing job or when there is a strike in progress at the employer affecting also the activity involved in the placement,
- c) arrange placement in response to any demand for workforce that involves illegal conditions, and
- d) place an individual with an employer where the terms and conditions of employment are clearly not in place.

In the course of the placement service, district offices must do their best to present to jobseekers the job opportunities that suit their vocational qualifications, professional experience and other conditions and that individuals looking for jobs that correspond with the vacancies are selected and mediated to the parties offering jobs. The same rule must also be applied when a district office offers jobs to individuals applying for, or receiving, unemployment benefit or certain social benefits in compliance with the legal regulations pertaining to them.

The district office provides placement service to the applicant if the applicant

- a) satisfies the requirements of the legal relationship involving employment, and
- b) maintains contact with the district office.

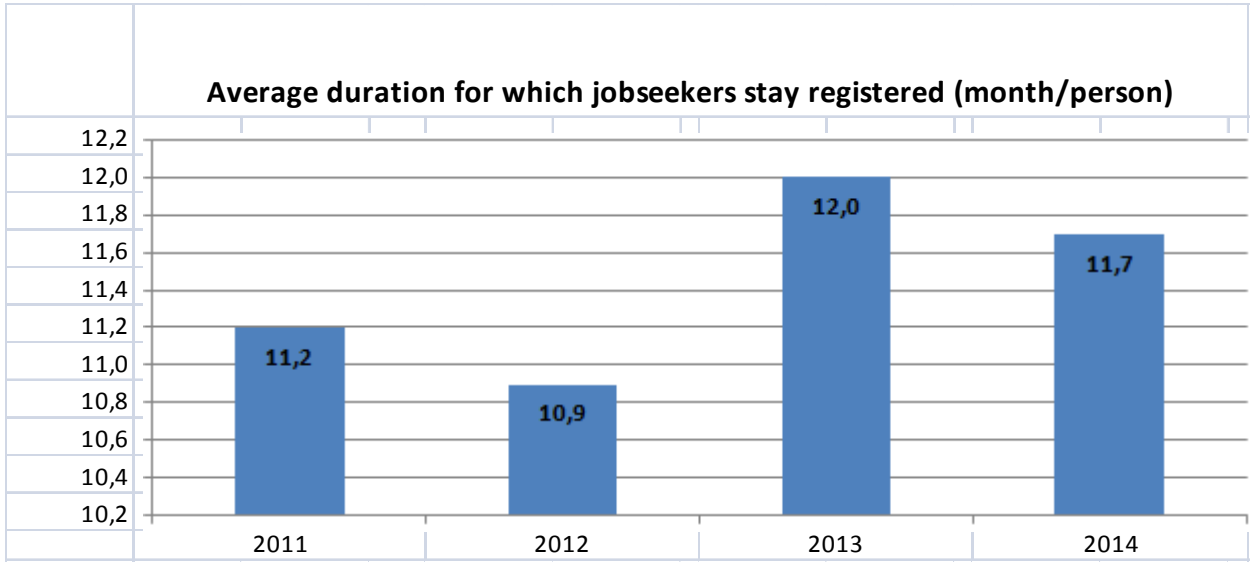
Contact means that the individual who requests job placement

- a) considers accepting the job proposed to them and informs the district office about the result,
- b) appears at the district office at the time specified by the district office, or at least once every three months.

- **The ECSR requests information on the average time until the jobs are filled.**

The NES assesses the time jobseekers spend in registration, i.e. the number of months between the start and end of the registration.

In the reporting period, the average duration for which jobseekers stay registered never surpassed a year. It only occurred in 2013 that the average duration of being recorded in the register equalled the minimum duration corresponding to long-term jobseeker status. The average duration of registered status reduced after 2011. The trend was interrupted in 2013, but it approximated the figure observed in 2011 in 2014 again.



With a view to ensuring the effective exercise of the right to work, the Parties undertake:

4. to provide or promote appropriate vocational guidance, training and rehabilitation.

Hungary has ratified Articles 9, 10 and 15 of the Revised European Social Charter, so the questions herein are answered under the relevant articles in the report.

See response to the ECSR conclusion in the part relating to Article 15 (1) in this report.

ARTICLE 9 - THE RIGHT TO VOCATIONAL GUIDANCE

With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults.

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

Vocational orientation and vocational guidance are not specified in the Fundamental Law as citizen's rights or as obligations of the state, but can be derived from other fundamental rights. The right to education, the right to work and the right to social security are the constitutional rights, the enforcement of which may require or may be assisted by vocational orientation and vocational guidance. The state does not have any constitutional obligation to organise a vocational orientation or vocational guidance service, and no constitutional law arguments will force the state to do so, yet this obligation is reflected as a mandatory task in certain laws.

Pursuant to Article XI of the Fundamental Law, each Hungarian citizen has a right to education, including free and mandatory primary, free and commonly accessible secondary and higher education, accessible to anyone based on their abilities, hence it may be concluded that the state must make the vocational orientation service accessible to everyone within the free public education and vocational training system.

Pursuant to Section 85 of Act CLXXXVII of 2011 on Vocational Training (hereinafter: Vocational Training Act), vocational guidance (vocational orientation) services include the supply of career information, vocational guidance, advice for further studies, professional vocational guidance, employment guidance, vocational correction and the development of competences, which assist the party using the service in selecting a career pursuing further studies, lifelong learning and joining the world of work from the admission to a primary school until they leave the labour market.

Pursuant to point l) of Section 62 (1) of Act CXC of 2011 on National Public Education (hereinafter: National Public Education Act) it is the teacher's responsibility, in particular to provide continuous guidance for their student's career orientation and prepare them for their active life.

If the right to have access to free vocational orientation service is violated, affected citizens may restore their rights and the right to equal and general access pursuant to Act CXXV of 2003 on Equal Treatment and Promotion of Equal Opportunities (hereinafter: Equal Treatment Act), particularly pursuant to Section 27.

A. Public education

The Chapter titled "Areas of Development – Educational Objectives" of Government Decree No. 110/2012. (VI. 4.) on the issue, introduction and implementation of the National Basic Curriculum (hereinafter: National Basic Curriculum) expressly mentions vocational orientation, which requires each school to provide a complex overview of the world of work in line with the age and opportunities of students. In order to do that, conditions and activities must be provided with the help of which students can test their capabilities, learn more about the areas they are interested in, find

their professional career, select the occupation and career suitable for them and become capable of making all required efforts. This requires developing, teaching students the ways to handle types of conduct associated with assistance, cooperation, management and competition.

The competences required for the role of an employee and, depending on the type of school, the skills and knowledge related to career selection and obtaining qualifications appear as early as in the secondary education phase. One of the responsibilities of the educational and teaching activities in a secondary school is to prepare young people for integration into adult society by providing the necessary education. Vocational orientation and preparation for higher education studies or entering employment are also included among the major tasks.

Vocational orientation and the world of work are included in separate blocks in the “Lifestyle and Practice” educational area of the National Basic Curriculum.

grades 5-8		grades 9-12
grades 5-6	grades 7-8	
Forming an opinion on various trades and work activities.	Characteristics of the envisaged career, with the ideas, comparison of the options with the personal assessment, reasonable and rights of assessment.	
	Creating awareness of the fundamental components of aptitude for a job that provides living (special knowledge, learning, work culture).	Commitment to work and activity, lifelong learning, special knowledge, acceptance and validation of the importance of education.

Pursuant to the Decree of the Minister of Human Capacities No. 51/2012. (XII. 21.) on the procedure of issuing and approving of framework curricula, forming an opinion on various trades appears in the technique, lifestyle and practice subjects in 5th and 6th grades, when students learn about the world of work and work activities in the framework of a specific topic.

In 7th and 8th 8th grades, (18 hours of) lessons and exercises present the events leading up to entering employment, various jobs, work environments, trades and further study opportunities directly, in a targeted manner appear as a new theme. They discuss further training, career selection decisions, and the lessons also help students develop an idea about their career. The characteristics of the envisaged career are then compared to their personal ideas. The objective is to enable students to assess the options properly, to develop their knowledge about themselves and to enable them to reach a reasonable self-assessment.

Students also learn the basic facts to know about job search and taking employment:

- Entrepreneurs and employees in value adding work.
- Advantages and disadvantages of being an entrepreneur or an employee.
- Entrepreneurial activities, the entrepreneur, responsible entrepreneurial conduct.
- Administrative advantages of employment (job search, orientation, CV, motivation letter, job interview).

By the end of 8th grade, students are able to define what they are interested in most, and recognise the areas in which they could utilise their interest, motivation and abilities. They are aware of the concept of lifelong learning. In grades 9-12, vocational orientation is developed through differentiated organisation of learning and treatment built on individual characteristics.

Students get acquainted with professions that can make their everyday living smooth or can provide sufficient quality. They recognise the importance of cooperation of various occupations. Students become able to express the activities of a particular trade and to classify occupations according to

various criteria.

By the end of the secondary school students will have become aware of the need to adjust careers several times in their lives, and that is why continuous learning and self-training are very important. They have reasonable knowledge about their own capabilities and abilities in relation to the envisaged trade and occupation, as well as of their options on the labour market and roles as an employee. They are aware of their personal characteristics, knowledge, experience and abilities. They are capable of preparing a CV, i.e. of summarising in writing their objectives, abilities, qualifications, skills and everything else they can offer to an employer in relation to a particular job.

In addition, the Decree No. 32/2012. (X. 8.) of the Minister of Human Capacities on the issuance of guidelines for kindergarten education of children with special educational needs and guidelines for the school education of children with special educational needs, replacing the Decree of the Minister of Education No. 2/2005. (III. 1.) OM on the issue of guidelines of kindergarten education of children with special educational needs and guidelines for school education of students with special educational needs defined in detail, for each disability and area of education:

- the objectives and methods of educating children and students with special educational needs,
- the possibilities of modifying, abandoning or simplifying certain areas and adding new areas,
- areas of correction of damaged capabilities for rehabilitation purposes,
- proposals for the extension, to a greater degree than usual, of education, training and development.

The objectives, tasks, contents, activities and requirements of the development of students with special educational needs must be indicated:

- - in the pedagogy programme of the institution,
- - in the local curriculum,
- - in the teaching and study programme of the thematic units and plans,
- - in the individual development plan.

The Útravaló (For the Road) Grant Scheme, the achievement of the objectives of which is assisted by the public education institutions of the students and mentors, is aimed at improving the opportunities of disadvantaged students in further studies. In relation to any grant aimed at creating opportunities, it is the mentor's responsibility to assist the student in studies and trade selection. Pursuant to the Government Decree No. 152/2005. (VIII. 2.) on the Útravaló Grant Scheme, mentors are obliged to:

- a) prepare an individual development plan and assess the progress and development of the students and any impediments at least once every three months,
- b) maintain regular and personal contact with the mentored student, and assist the mentored student in preparations at least 2 hours every week,
- c) maintain regular and personal contact with the head teacher and, if necessary, the teachers of other subjects,
- d) take part in family visits,
- e) take part in events and training courses that are organised for the successful implementation of the Grant Scheme,
- f) keep diaries of individual progress.

The Decree of the Minister of Human Capacities No. 15/2013. (II. 26.) on the operation of institutions providing pedagogical services (hereinafter: Decree) guidance in further studies and vocational guidance constitute a separate field.

The pedagogical service and tasks were fully restructured pursuant to the Decree in 2013 (expert

committee activities, early development, educational guidance, speech therapy, etc.). Before the entry into force of the Decree, services were provided in geographically unbalanced/uneven and professionally uncoordinated way therefore the children and their parents concerned were forced to avail themselves of services provided far from their place of residence. As a result of the restructuring, one institution for pedagogical services was established in each county to provide the service and a member institution was formed in each educational district, even in those districts where none existed before.

County institutions for pedagogical services must have, in each county, an institution which is its registered office and a unit in each educational district which, in certain counties (and in Budapest) is supplemented by county (in Budapest county and national) member institutions. Pursuant to the Decree, the activities of the service must cover the following at county level:

- some of the activities of the expert committee, and
- guidance in further studies and career selection,

which are provided by the institution which is also the registered office and, in major counties, by the institution which is also the registered office and other county member institutions in cooperation.

Tasks of the educational districts:

- speech therapy guidance, early development, education and care,
- developing education
- educational guidance,
- speech therapy,
- conductive pedagogical services,
- corrective physical education,
- school psychology and kindergarten psychology services,
- managing highly talented children and students, and
- expert committee activities in educational districts,

which are performed by the educational district member institutions in each county.

The professional concept of the legal regulations referred to above was based on the objective of providing a complex public service under consistent control, with consistent procedure and professional protocols and with the help of the same monitoring IT system. (The IT system has been developed in the framework of a priority project, and its use has already been started by the public services.)

The main responsibility of guidance in further studies and career selection is to prepare a professional assessment of the abilities and learning skills and orientation of students, and recommend schools accordingly. Further studies and career selection advisors make a proposal after listening to, and assessing, the students and consulting with the teachers concerned.

The further education and career selection advisory service assists schools in their vocational orientation activities with pedagogical, psychological and health information and publications. Further education and career selection advisory services are performed by the institution at the registered office and by the county and Budapest member institutions in the counties and in Budapest.

Pursuant to the Decree of the Minister of Human Capacities No. 8/2013. (I. 30.) on the common requirements of training teachers and the training and output requirements of each teaching program, teacher training includes the acquisition of the knowledge and skills with the help of which a teacher

is able to form an overview of a career and provide vocational orientation services based on the capacities, performance and interests of the student, and the student's own development.

The vocational orientation support activities of teachers working in public education are assisted by courses preparing them for a special exam in vocational orientation, provided by the University of Szeged and Szent István University. In addition, teachers can choose from seventeen further training courses dedicated to the topic at several points of the country.

B. Vocational training

The right of adults to vocational guidance and other associated services is specified at the highest level in the oft-amended Act IV of 1991 on the Promoting Employment and Providing for the Unemployed (hereinafter: Employment Act), particularly Section 21 of the Act. The detailed rules for this activity are laid down in the Decree of the Minister of Economy No. 30/2000 (IX.15.) on labour market services and subsidies that may be granted in connection with them.

Section 85 of the Vocational Training Act also defines the concept and forms of vocational orientation service. Career advisory services (vocational orientation) may be provided in the form of individual and group advice, distance advice and as an outreach programme. Vocational orientation services are provided by institutions offering primary education, vocational training schools, school operators, economic chambers, the interest representation organisations of employers and employees, county level developing and training committees and the national employment agency, which is also responsible for coordinating the activity. In line with the expectations of the European Union, the Vocational Training Act provides that vocational guidance must be accessible to all parties concerned, as it has also been identified as a priority in a priority project implemented with co-financing from the European Union.

Section 86 (Point 51) of the Vocational Education Training Act sets forth provisions about career monitoring and the establishment of a career monitoring system. It provides that the legal and professional details of that system will be regulated in a Government Decree to be adopted later. (According to the provisions of the Act, the reporting of career monitoring data will be based on data supplied by students taking part in school type education on the utilisation of their vocational qualifications to the vocational training school they attended 3 years after the successful completion of their complex vocational exams, if they have failed to enter employment. The school will then pass on those data to the career monitoring agency to be appointed later on. When a student is actually employed, the employer will be responsible for reporting back. In addition, vocational training schools will also be obliged to disclose on their own websites the results of the utilisation of the qualifications they offer on the basis of the data received from the career monitoring system.)

2) MEASURES TAKEN TO IMPLEMENT LEGISLATION AND KEY DATA, STATISTICS

It is one of the major tasks of the National Employment Service to provide effective assistance to young people in career selection and career orientation. In 2013, more than 125,000 interested visitors attended job fairs, representing an increase in the number of visitors in years, 2012 and 2011. Adult companions and parents could learn about courses offered and other information related to the training from our members of staff engaged in training advisory services.

	2011	2012	2,013
Number of participants attending job fairs (number)	110,182	123,690	125,813
Number of organisations that took part in job fairs (number)	1,666	1,732	2,258
Number of parents attending job fairs as visitors (persons)	5,020	6,047	7,006

Source: Dr. Borbély-Pecze (ed.): *Labour Market Yearbook of the National Employment Service, 2012–2013.*, National Labour Office, Budapest, 2014.

System of tracking of graduates

The integration into the labour market of former graduates and their subsequent career in on labour market and in training is a key indicator, which reflects the functioning of higher education systems. One of the main goals of tracking graduates is to better adjust university and college training programmes to the requirements of the labour market. One of the most important components of the program launched to track graduates in 2010 is a regular questionnaire-based survey of Hungarian universities and colleges, within the framework of which the data of more than thirty higher education institutions have been collected and analysed in a national career tracking database for five years. The other main component of the Hungarian Tracking System of Graduates (hereinafter: TSG) is to integrate the administrative databases of public administration for the purpose of career tracking by connecting them to the database of the higher education information system in several years of graduation. The results of both career tracking data sources are available on the following website: www.diplomantul.hu.

The TSG is a collection of methods, techniques and practices that provide direct feedback about the efficiency of training at institution and sectorial level and ensure their publicity. The data collected through the TSG system can be used directly in the system of strategic indicators and can also assist sectorial and institutional decision makers.

Implemented developments

I.

The 2.2.2-12/1 major project of the Social Renewal Operational Programme (hereinafter: SROP) began to renew the complete set of tools and services in vocational orientation in the second Action Plan period of 2012-2015 based on the experiences of the vocational orientation and career advisory development, and experience gained during the services of the National Labour Office and worked intensively on making them available to all citizens, thus assisting them in decisions made on studies and the world of work.

Results of the priority project:

1. Methodology and tool development

Development of online and offline tools that can be used effectively both by advisers and parties seeking advice in order to learn about their own capabilities, the characteristics of various occupations, the labour market tendencies, etc.

The National Vocational Orientation Portal (hereinafter: NVOP) and the design of occupation presentation tools (208 films, 300 new descriptions and 120 revised descriptions), as well as of 208 employer presentations prepared for various occupations and aid specific (primary school, secondary school and adult) questionnaires to be used in vocational orientation (interest, competence, working

mode, employability) were the major development activities. The project also involved numerous analytical activities, which constitute the basis of professionalism in the Hungarian vocational orientation system in line with the objectives of the European Union.

2. Specialist development

Vocational orientation consultant and NVOP user training was provided to almost 4,000 experts, who are also involved in vocational orientation activities (teachers, social experts, labour market consultants, etc.), as a result of which the participants of the training can deliver their vocational orientation services more effectively, relying on a wider knowledge base. Within the framework of the training, syllabus development with e-learning accessibility took place in five modules. In the training of the Masters of the Trade, 100 qualified vocational orientation consultants received further training.

3. Networking

Vocational guidance is based on the cooperation of various sectors. Various events and workshops provided an opportunity for the vocational orientation experts of the Chambers of Commerce and Industry, teachers representing the vocational training institutions of Klebelsberg Institution Maintenance Centre, vocational orientation experts of the New Generation Centre, experts of Pedagogical Services, and the vocational orientation experts of the Employment Departments of the Government Offices to engage in professional dialogue and share good practices. Participation in the activities of the ELGPN (European Lifelong Guidance Policy Network) is an important component of international networking.

4. Utilisation of tools and services, information

The main focus of the project is on information dissemination and the utilisation of developed tools and services. All development actions are supported by extensive social marketing, supplemented by the issue of a career advice journal, appearance at various events and the organisation of vocational orientation programmes in schools.

II.

The implementation of the New Generation Plus project began under code No. 3.3.12-12-2013-0001 within the SROP, in 2013 under the title of “Ifjúság.hu – for the successful generation: Complex youth service development in order to improve equal opportunities for students studying in public education”. The project was accompanied by numerous events focusing on vocational orientation and aiming at establishing an active relationship and dialogue with young people, as well as providing them with information adjusted to local opportunities. In the course of attendance of various festivals of popular music and a series of separate vocational orientation programmes organised as part of the project, in 2013 thousands of young people received personalised support in building their future image. The twenty-four-hour events of the program series, organised in close cooperation with the National Labour Office and Petőfi Radio, visited seven regional centres and provided advice on self-awareness, starting a business and continuing education, in addition to a stage for drama, vocational orientation contests, interactive games and a pop concert.

3) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requested information on the costs of vocational orientation guidance**

provided in the educational system, its staff and the number of people receiving advice.

See the information provided in point 1).

- **The ECSR requests information about the reasons for the major decline in the number of individuals receiving labour market vocational orientation guidance between 2008 and 2010.**

The main reason behind the contraction of labour market services between 2008 and 2010 is the surge of jobseekers visiting employment agencies as a result of the economic crisis, who were mainly provided jobseeker services there. As a result, the composition of available services changed, while the members of staff of employment centres focused primarily on providing information to groups of individuals losing their jobs as a result of the crisis and organising training projects (jobseekers' clubs) for those who were affected by group redundancies.

- **The ECSR requests information about the total public expenditure dedicated to vocational guidance.**

Find below the amounts allocated to vocational orientation in the interventions funded by the European Union and co-financed by the Hungarian State:

SROP 2.2.2-08 budget: HUF 2.08 bn (22 September 2008 – 30 June 2011)

SROP 2.2.2-12 budget: HUF 2.753 bn (1 June 2012 – 31 August 2015)

- **The ECSR requests current information on equal access of citizens of other signatory states to vocational orientation guidance.**

Pursuant to Section 92 of the National Public Education Act, non-Hungarian citizens residing in Hungary are entitled to pre-school education, placement in a dormitory and specialist pedagogical services and, provided they reach the age of compulsory school education specified in Hungarian law, to school instruction and education while they are subject to compulsory education in Hungary and in the course of studies started during and continued after the period of compulsory education under the same conditions as any Hungarian citizen, provided that they comply with the provisions and fall within the scope of the Act on Asylum, the Act on the Entry and Stay of Persons Enjoying the Right to Freedom of Movement and Stay and the Act on the Entry and Stay of Nationals of Third Countries and have settled down or are authorised to stay in the territory of Hungary and meet the applicable requirements.

Any non-Hungarian citizen holding a letter of invitation issued by the minister responsible for education is entitled to the services stated therein under conditions identical to those applicable to Hungarian citizens. Unless international agreements or legislation provide otherwise, a non-Hungarian citizen who does not fall under the scope of the Acts referred to above and has no letter of invitation, shall pay a fee for using the educational services provided in pre-schools, schools and halls of residence, as well as for using pedagogical services. This fee may not exceed the amount calculated in respect of direct instructional costs per student. Directors of public education institutions may reduce or waive the fee on the grounds of rules defined by the maintaining operator.

Pursuant to the National Public Education Act, each child in Hungary must take part in institutional education and fulfil educational obligations. It is a public service duty of the Hungarian state to ensure, as laid down in the Fundamental Law, the right to free and compulsory primary education, free and generally accessible secondary education, until being granted a secondary school-leaving

certificate or until passing the first vocational examination which confers the second vocational qualification pursuant to the terms and conditions specified in the Vocational Training Act. The use of pedagogical services in institutions operated by the state and local governments and in other institutions operated by other parties to deliver public services, providing also guidance for further studies and vocational orientation during pre-school education and as a service supplementary to pre-school education and school education, as well as dormitory services are free of charge for children and students taking part in free education (Sections 2 and 45 of the National Public Education Act).

See also the information provided in point 1).

ARTICLE 10 - THE RIGHT TO VOCATIONAL TRAINING

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

1. to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organisations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

Pursuant to the new legal regulation, i.e. Act CLV of 2011 on Vocational Contribution and Support to Training Development (hereinafter: Vocational Contribution Act) the new vocational contribution system introduced in 2012 strengthens the dual approach to practical education in vocational training provided in schools.

The Government provides guidance to students studying niche occupations to select a marketable trade through grant schemes, available in technical schools. In 2013 HUF 3.7 billion was allocated to such purposes and the amount was used for approximately 22-23,000 students. Since 2013, practical training provided under a study contract concluded with a party who is not obliged to pay vocational contribution (e.g., social institutions, hospitals) is also eligible for support.

In relation to the right to vocational training, we wish to highlight Section 29 of Act CLXXXVII of 2011 on Vocational Training (hereinafter: Vocational Training Act), which relates to vocational training provided free of charge:

“(1) Notwithstanding the provisions of this Act, vocational training provided by schools receiving fiscal support from the state shall deliver free of charge:

- a) theoretical and practical training to students during the first vocational course offered by a vocational training school, for a period of the training specified in the NQR plus two academic years, and to students holding a certificate of secondary education, for the training period specified in the NQR plus one academic year, irrespective of the training schedule of the programme,*
- b) preparation to students of a vocational training school for the vocational school leaving exam for six academic years,*
- c) two academic years to students with vocational qualifications as specified in Section 24 (3)-(4) and three academic years in a secondary school preparing for the a general certificate of secondary education,*
- d) the vocational school leaving exam and the first repeated school leaving exam to students in a vocational training school,*
- e) to students of a vocational training school who hold a certificate of secondary education a school leaving exam in a vocational subject,*
- f) to students in vocational training provided by schools the first complex vocational exam and the first repeated exam.”*

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

Dozens of acts and various implementing regulations apply to vocational training, as it is an

important sector of education and training. Among those the Vocational Training Act and Act CXC of 2011 on National Public Education (hereinafter: National Public Education Act), as well as the Vocational Contribution Act have the most direct impact on the operation of this field.

The following implementing regulations are extremely important:

- Government Decree No. 150/2012. (VII. 6.) on the National Qualification Register and amendment of NQR
- Government Decree No 217/2012 (VIII. 9.) on the technical and requirement modules of vocational qualifications recognised by the state

As the above regulations also indicate, Parliament, the Government, the Minister responsible for vocational education, and the Minister responsible for the system of vocational education and adult training are mainly responsible for the set of regulations, but that responsibility also involves, increasingly, contribution from the National Economic Chambers (primarily the Hungarian Chamber of Commerce and Industry, hereinafter: HCCI and, in the field of agricultural vocational training, the Hungarian Chamber of Agriculture (HCA). The Directorate of Vocational Education and Adult Training of the National Labour Office (transformed at the end of 2014) (currently known as National Office of Vocational Education and Training and Adult Training, hereinafter: NOVETAT) complemented the above during the reporting period.

The new Vocational Training Act introduced numerous changes to improve the efficiency and quality of vocational training, of which the following should be highlighted:

- The former modular system of examinations was replaced by the earlier system of complex exams and coupled with a revision of modules in 2012.
- The training period of vocational training schools changed to three years, in a progressive system, with a major change that vocational training may begin in the 9th year. Training courses providing a school leaving examination may be extended for two more years with state financing.
- Students graduating from a secondary vocational school receive a school leaving certificate and sectorial qualifications, which they can use in finding a job in their vocational area.

3) KEY DATA, STATISTICS

According to the data of consecutive statistical yearbooks of education, the structure of Hungarian vocational training schools and institutions seems to be quite stable:

Number of institutions	2011.	2012.	2013.	2014.
vocational school	465	449	449	448
special vocational school	135	125	119	117
secondary technical school	694	674	678	672

However, considering the number of students (including approximately 8% participating in adult training) a downturn, caused by demographic reasons, has started in each type of institution but not at the same degree.

Number of students in vocational training institutions				
	2011.	2012.	2013.	2014.
vocational school	137,498	130,319	117,262	102,128
special vocational school	9,851	9,134	8,208	7,850
secondary technical school	273,596	258,233	239,011	221,116

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information as to whether any different criteria are applied to access of citizens of other signatory states to secondary and high-level vocational training.**

Pursuant to Section 92 of the National Public Education Act, non-Hungarian citizens residing in Hungary are entitled to pre-school education, placement in a dormitory and specialist pedagogical services and, provided they reach the age of compulsory school education specified in Hungarian law, to school instruction and education while they are subject to compulsory education in Hungary and in the course of studies started during and continued after the period of compulsory education under the same conditions as any Hungarian citizen, provided that they comply with the provisions and fall within the scope of the Act on Asylum, the Act on the Entry and Stay of Persons Enjoying the Right to Freedom of Movement and Stay and the Act on the Entry and Stay of Nationals of Third Countries and have settled down or are authorised to stay in the territory of Hungary and meet the applicable requirements.

Any non-Hungarian citizen holding a letter of invitation issued by the minister responsible for education is entitled to the services stated therein under conditions identical to those applicable to Hungarian citizens.

Unless international agreements or legislation provide otherwise, a non-Hungarian citizen who does not fall under the scope of the Acts referred to above and has no letter of invitation, shall pay a fee for using the educational services provided in pre-schools, schools and halls of residence, as well as for using pedagogical services. This fee may not exceed the amount calculated in respect of direct instructional costs per student. Directors of public education institutions may reduce or waive the fee on the grounds of rules defined by the maintaining operator.

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

2. to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

During the reporting period, vocational training was developed in compliance with employment policy in order to adjust the training structure to the actual requirements of the labour market with increasing involvement of the economic operators and better consideration of the needs of the employers.

The legislative framework required for the implementation of actual reforms in line with the development objectives was put in place through the modification of the Vocational Training Act and other acts closely relating to it (National Public Education Act, Higher Education Act, Adult Training Act, Act on Vocational Contribution and Training Development).

By reducing the age limit of compulsory school education, young people can return to school at any time. Obtaining the first vocational qualification included in the National Qualifications Register (hereinafter: NQR) in the school system continues to be free for everyone.

By introducing 3-year vocational training courses for everyone, the intention is to make vocational qualifications and vocational careers attractive to young people as well as their parents affecting their decisions.

By transforming the vocational training school system and introducing school leaving vocational examinations, we provide an opportunity to young people to be able to enter employment with a school leaving certificate of vocational qualification, to learn a trade based on their certificate or to continue their studies in higher education

The organisational changes introduced in secondary vocational training also called for the revision of the content. The NQR, as well as the related technical and exam requirements were all revised. Vocational examinations were simplified and rationalised and new mandatory framework curricula were developed.

The possibility of entering into a study contract was also extended to specific institutions not obliged to pay vocational contribution, which had been unable to take part in practical education unless they concluded a co-operation agreement.

The financing of vocational training in schools was also revised: the first vocational qualification continues to be free of charge and full state funding is provided for the period of obtaining a school leaving certificate in technical schools and for the duration of up to the final exam in secondary vocational training schools plus 2 academic years, while financing is provided by the state for the vocational training of holders of a secondary school leaving certificate for a period exceeding the training cycle by no more than 1 academic year.

The vocational contribution system was also transformed in line with its original objective to support vocational training in schools and adult training outside the school system.

During the transformation of the vocational training system in the reporting period the initial requirement was to

- simplify the vocational training system;
- operate the system cost effectively;
- increase the time limit of practical education within the framework of the strengthening of dual training and to simplify its support;
- ensure that the vocational training structure is in line with the demands of the economy both in terms of qualifications and the number of students;
- gradually improve the remuneration of teachers and specialist trainers.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

The legal regulations revising the technical content of vocational training (NQR Decree, Government Decree on the Requirement Modules) and the implementation regulations that reflected the new training system were developed during and especially at the beginning of the reporting period.

Among the results of the programmes implemented under the new acts and implementing decrees from the national budget and EU support, the following are especially important in terms of the future of vocational training:

- The more far reaching and successful involvement of HCCI and NCA provides a certain level of guarantee for strengthening and improving the quality of the components of practical training even further.
- Tenders were invited primarily by the training segment of the National Employment Fund (hereinafter referred to as NEF TS) for the procurement of assets, seeking also to reduce developmental gaps between various regions.
- Continuation of the grant scheme in vocational schools.
- Ensuring the opportunity for employers to establish study workshops funded either from EU funds or from NEF TS in order to promote practical training.
- The rationalisation of vocational training managed to eliminate the dead end street of academic progress in technical schools a 3+2 year public financing instrument supports the continuation of studies and students acquiring master of trade qualification were exempted from sitting for a school leaving exam in a mandatory subject.

3) KEY DATA, STATISTICS

Main indicators of the vocational school grant programme in 2010-2014:

year	number of students (persons)	net payments (HUF/month)	net payments (HUF/year)
2010.	21,867	187,262 822	2,059 891,042
2011.	26,059	274,153 858	3,289 846,296
2012.	23,163	276,428 837	3,317 146,038
2013.	23,723	244,646 040	2,935,752 477
2014.	23,900	311,063 290	3,732,759 484

Source: Ministry of National Economy

According to headcount figures, only 21,867 students took part in the programme in 2010, and the number of those participating in convergence measures rose to 26,059 in 2011, while dropped to 23,163 in 2012. The figures refer to students taking part in the convergence programmes and receiving a grant. In 2013, a total of 23,723 people took part in the grant scheme. In 2014, in total 23,900 students received a special grant and other benefits based on their academic achievements.

Both the number of persons and payments refer to the amounts disbursed to teachers for convergence programmes dedicated to young people with achievements poorer than 2.51 convergence courses are conducted in groups of 4-5. The instrument effective since February 2010 is deemed efficient and we intend to continue using it in the future too.

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information as to whether or not any different criteria apply to citizens of signatory states regarding the access to traineeship programmes.**

Non-Hungarian citizens residing in Hungary are entitled to pre-school education, placement in a dormitory and specialist pedagogical services and, provided they reach the age of compulsory school education specified in Hungarian law, to school instruction and education while they are subject to compulsory education in Hungary and in the course of studies started during and continued after the period of compulsory education under the same conditions as any Hungarian citizen, provided that they comply with the provisions and fall within the scope of the Act on Asylum, the Act on the Entry and Stay of Persons Enjoying the Right to Freedom of Movement and Stay and the Act on the Entry and Stay of Nationals of Third Countries and have settled down or are authorised to stay in the territory of Hungary and meet the applicable requirements.

Any non-Hungarian citizen holding a letter of invitation issued by the minister responsible for education is entitled to the services stated therein under conditions identical to those applicable to Hungarian citizens.

Unless international agreements or legislation provide otherwise, a non-Hungarian citizen who does not fall under the scope of the Acts referred to above and has no letter of invitation, shall pay a fee for using the educational services provided in pre-schools, schools and halls of residence, as well as for using pedagogical services. This fee may not exceed the amount calculated in respect of direct instructional costs per student. Directors of public education institutions may reduce or waive the fee on the grounds of rules defined by the maintaining operator.

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

3. to provide or promote, as necessary:

a) adequate and readily available training facilities for adult workers;

b) special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

Act LXXVII. of 2013 on Adult Training, currently in effect (hereinafter: Adult Training Act) applies only to technical training, language instruction and supported training from among the many options available in adult learning. Other training activities (e.g., sports, cultural, health, etc.) must comply with the requirements of other legal regulations. In that sense, therefore, the regulations on adult training became simpler and more transparent.

A further aspect of simplification is that any specific technical language and supported adult training activity may be pursued subject to a licence issued for an indefinite term. The purpose of the licence is to ensure that adult training institutions pursue all their activities in compliance with higher quality requirements. In the reporting period, i.e., between 2011-2014, all applications for the issuance, modification and supplementation of licences had to be submitted to a single authority, i.e., the National Labour Office (hereinafter: NLO). (The authority is now called NOVETAL.) The licensing procedure is governed by the provisions of Act CXL of 2004 on the General Rules of Administrative Proceedings and Services. The authority normally conducts each licensing procedure with the help of an expert committee. The register of adult training experts used to be kept by the NLO, Directorate of Vocational Training and Adult Training, currently it is kept by NOVETAL, while HCCI keeps the register of programme experts, together with the records of programmes, their technical content and description. NOVETAL and its legal predecessor keep (kept) an electronic register of licensed institutions and partially or fully withdrawn licences in the form of an authentic and official public register.

The adult training framework or, as referred to in the EU, adult learning, is governed by dozens of legal regulations of which the following should be highlighted as important in terms of the reporting period:

- The previously effective Act CI of 2001 on Adult Training
- National Public Education Act
- Act CXXI of 1999 on Economic Chambers
- Vocational Training Act, where Section 33 contains special provisions for adult training in order to ensure quality
- The Vocational Contribution Act
- Act LXXVII of 2009 on the General Rules of Starting and Pursuing Services
- Act CLV of 1997 on Consumer Protection
- Act XLVII of 2008 on the Prohibition of Unfair Business-to-Consumer Commercial Practices.

In the reporting period material changes were introduced in the legislation governing adult training, which called for the adoption of a new act. The complex objective of the Adult Training Act, developed and approved in that spirit, was to enable the Hungarian adult population to respond to the

challenges of economic, cultural and technology development, to successfully integrate into the world of work, to be successful during their life and to improve the quality of their lives with the help of adult learning and training. In order to achieve that, the direct objective laid down in the Act is to improve the quality and the control over the implementation of, the training activities governed by the Act and to increase the degree of organisation of the training.

The legal regulations on training activities to be funded from vocational contribution were re-regulated pursuant to the Vocational Contribution Act. Pursuant to the Act, the purpose of vocational contribution is to:

- support educational programmes in schools offered by a vocational training institution operated by the state or organised pursuant to a vocational training agreement and regulated in compliance with the Vocational Training Act,
- support gaining practical experience by the students receiving state support as defined in the regulation on higher education (in each basic training programmes requiring practice),
- support the development of training activities specified in the previous points,
- support adult training outside the school system (pursuant to the Adult Training Act).

The method of paying vocational contribution in relation to the costs of technical or language training organised by entities for their own employees has changed. In such cases the gross obligation may be reduced with a view to study contracts concluded between the student of the vocational training school and the party obliged to pay contribution by no more than 16.5% of the gross obligation on condition that the entity obliged to pay contribution offers practical training for at least 45 students under study contracts.

Other methods of paying vocational contribution have not changed since the previous report.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

The provisions of the Adult Training Act are implemented in detail with the help of the following decrees:

- Government Decree No. 393/2013. (XI. 12.) on the detailed rules of licensing and the requirements of adult training, keeping records of institutions providing adult training services and the control of institutions providing adult training services
- Decree of the Minister of National Economy No. 59/2013. (XII. 13.) on the requirements and procedures of registering the professional programme requirements of adult training and the certification of vocational qualifications
- Decree of the Minister of National Economy No. 56/2013. (XII. 4.) on the administrative service fee payable for the licence for adult training activities, on the rules of the payment and utilisation of the fee and on the payment of any fine imposed during the control of adult training institutions
- Decree of the Minister of National Economy No. 14/2014. (III. 31.) on the detailed rules of adult training expert and adult training programme experts activities
- Decree of the Minister of National Economy No. 16/2014. (IV. 4.) on the requirements and procedures of registration of language programme, requirements of adult training and the certification of performance of the requirements of language training.

It is also worth noting that the practical implementation of adult training has been significantly affected by a column of the NQR, effective since 2012, which specifies the minimum and maximum number of lessons in any training provided outside the school system, obviously in order to improve the quality of that training.

3) KEY DATA, STATISTICS

According to the online statistical data published on the NOVETAL website at www.nive.hu, the most important data of participation and objectives of the training are as follows.

Objective of the training	Participants (male and female)			
	2011.	2012.	2013.	2014.
Qualifications registered in NQR	113,851	116,504	152,017	142,051
General adult education	77,469	63,186	85,602	120,765
Training for input competencies	53	445	559	1329
Training to promote employment, entrepreneurship	7,831	7,055	8,904	16,501
For authorities (transport, telecommunications, water management)	48,052	50,991	51,256	49,161
Training for the inclusion of disadvantaged persons	1,678	2,914	5,019	36,823
IT training	68,548	26,956	46,308	61,549
Rehabilitation training	442	453	827	2,869
Training required for a job or occupation, not providing an NQR qualification	51,937	53,642	56,594	81,771
Language training	95,673	70,449	128,219	100,018
Basic professional training providing a basis for qualification	7,978	3,772	4,851	7,373
Further vocational training	246,948	228,744	208,505	239,665
Total:	720,460	625,111	748,661	859,875

Source: National Office of Vocational Training and Adult Education

Conclusions:

- The number of participants in Hungarian adult training increased during the reference period and, after declining in 2012, moved in a positive direction again in 2013 in response to the measures introduced to restore fiscal balance.
- As the table above also indicates, two thirds of the training activities relate to technical training.
- The ratio of male and female participation is balanced, and in fact 5-8% more women take part in training than men.
- Analysing the training period based on other tables: 97% of the training activities are completed within one year and a breakdown by the number of lessons indicates that 92% of the courses involve 200 or fewer lessons.
- According to yet other tables, 65% of adult training is provided by private institutions in Hungary (in the following order: limited liability companies, companies limited by shares and unlimited partnerships).
- Looking at the number of people enrolled for training by school qualifications required for starting any training, as a result of various programmes aimed at the training of disadvantaged people, gradually funded by the European Union, the number of applicants with lower than primary education varied between 60,000 and 167,000 in the reporting period, but the majority of the participants, approximately 50%, hold a certificate stating the completion of 8 years of primary school. Consequently, the phenomenon, observed earlier in Hungary, whereby people with higher levels of school education dominate adult training no longer seems to apply.

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

4. to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

No changes occurred in the reporting period in the legal regulations aimed at the retraining and integration of the unemployed.

Poverty, eliminating the segregation of disadvantaged people and increasing employment are among the challenges faced by the economy and society in Hungary. Türr István Training and Research Institute (hereinafter: TTRI) is a public institution with the duty to promote social inclusion with complex services aimed at reducing the aforementioned difficulties. The Government established TTRI in 2011 by merging the regional training centres.

The tasks defined in the Decree of the Minister of Public Administration and Justice No. 3/2011 (II.11.) on the management and the tasks of regional training centres performing central and adult training related tasks in the coordination of eliminating territorial gaps specify the main objectives of the activities of the institution as stated below:

- increasing the employability of disadvantaged people and developing their qualifications and competencies,
- improving housing conditions that impede social inclusion,
- improving the access of disadvantaged people to services,

The primary goal of TTRI is to improve the status in society and the living conditions of disadvantaged persons so as to increase their employability and to assist them in returning to the labour market.

The tasks specified in the Decree of the Minister of Public Administration and Justice No. 3/2011 (II. 11) are as follows:

- increasing the employment of disadvantaged people as specified in Commission Regulation 800/2008/EC,
- developing the qualifications and competencies of disadvantaged people, including the provision of support to adults and performing tasks relating to the creation of equal opportunities in education for disadvantaged children, especially Roma children,
- improving housing conditions that impede social inclusion,
- improving the access of people with disadvantages to services,
- performing training tasks in connection with public education,
- developing the sectorial and territorial indicators of social inclusion within the framework of its research activities; elaborating complex research methods; measuring and assessing basic competencies,
- training of participants involved in the preparation of local equal opportunities programmes and operating an equal opportunities mentoring network in the framework of its tasks relating to local equal opportunities programmes,
- in order to perform the above tasks, the TTRI takes part in tenders funded from Hungarian and EU resources, pursues training and training related activities generating revenues, plans

and implements projects specified by the Government in various action plans, takes part in cross-border co-operation in order to develop a consistent vocational and adult training system in the Carpathian Basin.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

Developing the knowledge and skills of the unemployed and inactive people, i.e., improving their employability along with raising the demand for groups with lower productivity are crucial factors in Hungary's attempts to improve the labour market situation and low labour market participation, to increase employment and to give a boost to economic activities.

TTRI submitted tenders for training on several occasions in response to calls issued by the employment centres of government offices during the reporting period. The number of labour market training activities that were granted support in the tenders of employment centres matched the territorial location of the regions with higher unemployment rates.

TTRI implemented unprecedented projects in Hungary in training activities relating to public employment in 2013. It began training approximately 50,000 basic competence trainers in 2,100 groups. The programme attracted major attention from the public too. TTRI used differentiated educational methods and tools, adjusted to the opportunities to offset the didactic difficulties stemming from the fact that the people included by the employment centres were over-qualified.

The activities pursued in the framework of Priority 1 of the Social Renewal Operational Programme (hereinafter: SROP) seek to improve the employability of unemployed and inactive people of employment age and to assist them in returning to the labour market. The priority supports services and active employment policy tools aimed at improving employability, encouraging and assisting job seeking activities as well as integration in and return to the labour market. All these efforts are supplemented with support provided to encourage the employment of people with disadvantages (e.g., social contribution tax relief and wage support).

Measure 1.1 supports the labour market programmes of the National Employment Service, not implemented with the involvement of public organisations. Measure 1.2 refers to various types of normative employment support (social security contribution and, from 2011, social contribution tax relief) available for the employment of people with disadvantages pursuant to the terms and conditions of the law. Measure 1.3 finances institutional development components relating to the system of active labour market policies. Measure 1.4 provides support to innovative experimental initiatives and regional pacts.

SROP 1.1.2 - Major project “Improving the employability of people in disadvantaged situation (decentralised programmes in the convergence regions)”

The project is implemented between 1 May 2011 and 31 October 2015.

The overall objective of the project is to increase employability and actual employment, to provide equal opportunities, and to reduce discrimination. The direct objective of the project is to assist persons in disadvantaged situations to enter the labour market with personalised services and support tailored to the local labour opportunities and needs.

In the programme, the regional organisational units of TTRI actively co-operated with the employment organisations. The objective of the training activities implemented in the project is to

assist jobseekers in disadvantaged situations to enter the labour market with personalised services and to provide support tailored to the local labour opportunities and needs.

In the reporting period, training was provided to 149,503 people in 8,131 groups.

The budget available for project implementation is HUF 106 billion. The budget has been allocated to counties based on the labour market indicators that are the most relevant to the project, ensuring that the highest funding is given to regions (including the most disadvantaged small regions) where such programmes are the most needed.

Main objectives:

1. At least 132,244 persons should be involved in the programme between 2011 and 2015,
2. 19,889 persons of Roma nationality should be involved in the programme,
3. 69,682 persons should be trained.
4. 105,680 persons should successfully complete their individual programmes,
5. 38,425 persons should be employed on the 180th day following the completion of the programme.

Target groups of the project:

1. persons with low level of education,
2. career starters and youth under 25 years of age,
3. above 50 years of age
4. people returning from child care allowance, child care benefit or nursing allowance,
5. persons receiving employment-substituting support,
6. persons at risk due the prospect of long-term unemployment. (Members of this group have been identified by the county labour centres in view of local labour market conditions. Persons at risk due to the prospect of long-term unemployment include, among others, people with obsolete qualifications, persons living in disadvantaged small communities, persons with several unemployed family members, single parents raising children, jobseekers registered as such for more than three months, and people who have lost their jobs in collective dismissal.)
7. Accessing the Roma target group is a key aspect of the project; involving the Roma is a priority in every target group.

3) KEY DATA, STATISTICS

Number of participants in labour market training activities between 2011-2015																			
Total number of participants in training activities carried over from 2010 to 2011		Total number of participants in training activities launched in 2011		Total number of participants in training activities carried over from 2011 to 2012		Total number of participants in training activities launched in 2012		Total number of participants in training activities carried over from 2012 to 2013		Total number of participants in training activities launched in 2013		Total number of participants in training activities carried over from 2013 to 2014		Total number of participants in training activities launched in 2014		Total number of participants in training activities carried over from 2014 to 2015		Total number of participants in training activities launched until 30.06.2015	
grou	person	grou	person	grou	person	grou	person	grou	person	grou	person	grou	person	grou	person	grou	person	grou	person
p	s	p	s	p	s	p	s	p	s	p	s	p	s	p	s	p	s	p	s
6	94	198	3,114	59	897	975	15,080	699	10,486	3,135	60,872	2,781	54,753	278	4,387	61	986	32	458

Source: TTRI

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests current information on the number of long-term unemployed.**

Monthly average number and ratio of long-term jobseekers, 2011-2014

	2011.		2012.		2013.		2014.	
	persons	%	persons	%	persons	%	persons	%
Under 25 years	12,572	14.5	12,068	14.0	16,932	17.3	9,473	12.1
25 - 54 years	112,151	26.0	100,729	25.0	91,750	30.1	57,293	24.2
55 years of age and above	27,325	42.3	30,863	43.9	54,628	43.7	45,554	42.4
Total	152,048	26.1	143,659	25.7	163,309	31.0	112,320	26.6
primary level	68,883	29.3	64,769	28.7	76,341	35.7	47,120	27.2
secondary level	76,572	24.3	72,243	23.9	80,033	28.0	59,820	26.4
tertiary	6,575	20.3	6,636	21.0	6,935	24.4	5,380	24.0
Total	152,048	26.1	143,659	25.7	163,309	31.0	112,320	26.6

Source: National Employment Service

The ratio of long-term jobseekers among the total number of jobseekers varied between 25.7% and 31.0% in the period of 2011-2014, with the lowest figure reported in 2012 and the highest in 2013.

A breakdown of long-term jobseekers by age group suggests that the ratio of long-term jobseekers is extremely high in the group aged over 54, with more than 42% in all four examined years, with the highest figure recorded in 2012 (43.9%). The ratio of long-term unemployed peaked among jobseekers aged less than 25 in 2013 (17.3%), only to fall to 12.1% in 2014.

By school qualifications, long-term jobseekers appear mainly among those with primary school education. Among those with primary school education, 29.3% were long-term jobseekers in 2011, which edged downwards to 28.7% in 2012, only to jump to the outstanding figure of 35.7% in 2013, and then it fell to 27.2% in 2014.

In the reporting period, the ratio of long-term jobseekers increased among those with higher qualifications (from 20.3% in 2011 to 24.0% in 2014).

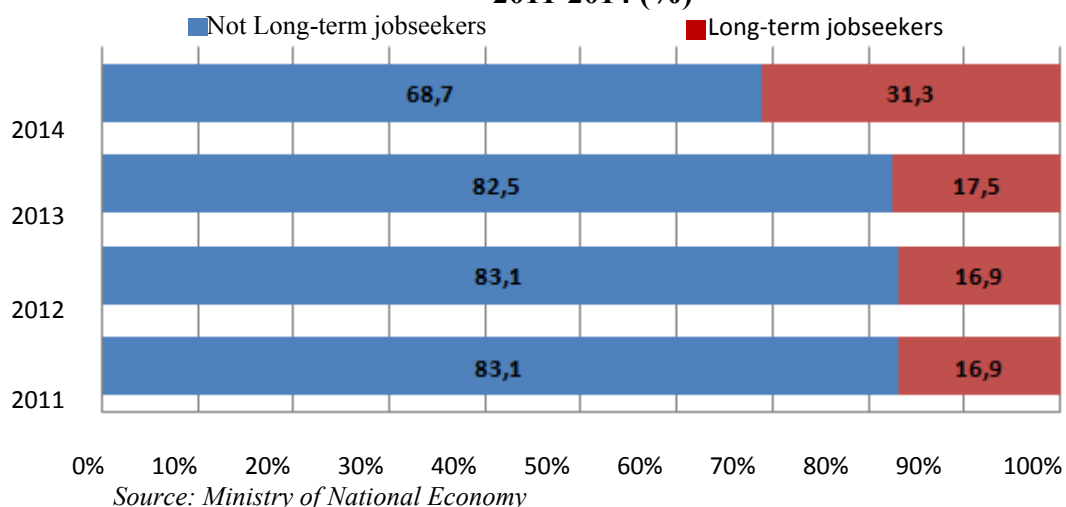
- **The ECSR requests information about the number of long-term unemployed taking part in training programmes and the ratio of those who found jobs after completing the training programmes.**

Number of long-term jobseekers taking part the training activities, 2011-2014				
	2011.	2012.	2013.	2014.
Not long-term jobseekers	29,575	38,702	109,941	131,280
Long-term jobseekers	6,000	7,898	23,277	59,689
Total	35,575	46,600	133,218	190,969

Source: Ministry of National Economy

The number of people involved in labour market training increased gradually in the reporting period, 35,600 in 2011, which multiplied by several factors to reach 190,100 by 2014. The training programme offered to public employees had a major role in that increase.

**Ratio of long-term jobseekers in labour market training activities,
2011-2014 (%)**



Among those involved in labour market training, the ratio of long-term jobseekers kept rising during the four years examined (only 16.9% of the trainees were long-term jobseekers in 2011, and ratio almost doubled to reach 31.3% in 2014).

The labour market organisation has been analysing the efficiency and effectiveness of the main active labour market programmes aimed at the prevention and reduction of unemployment since 1994.

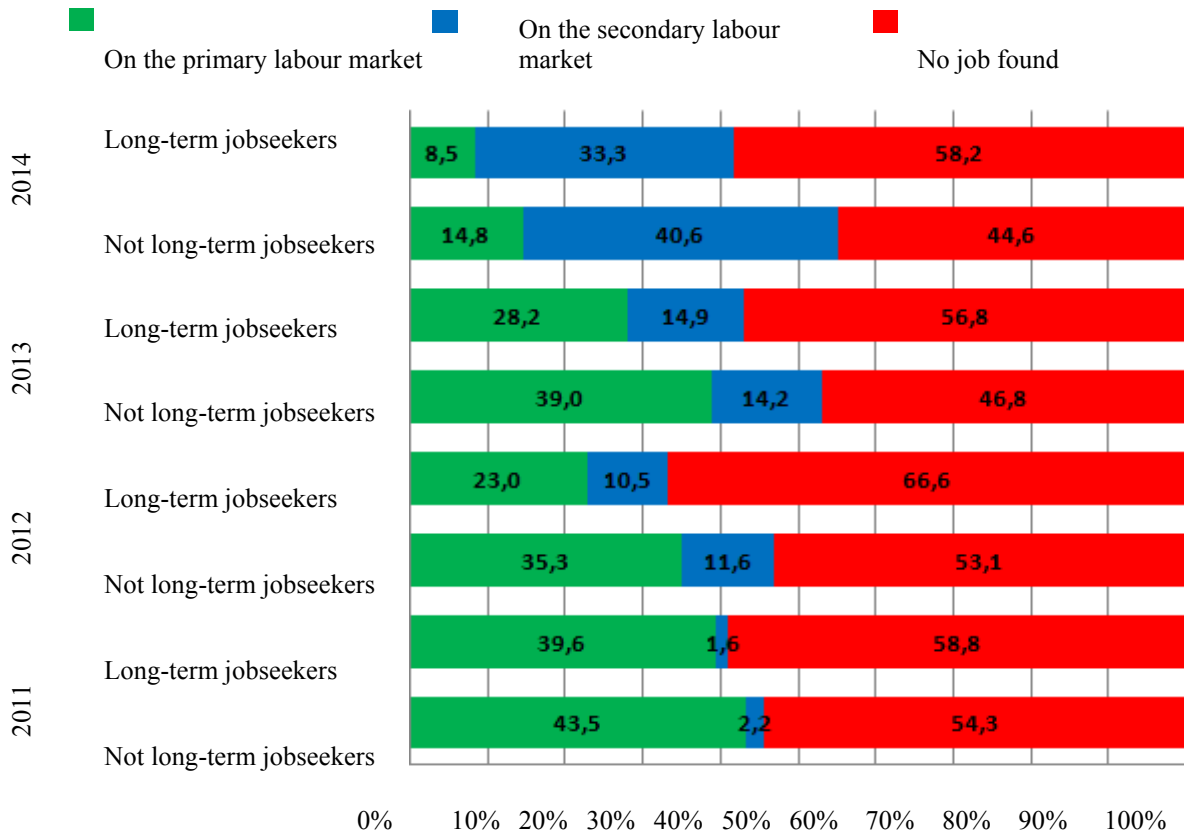
In the course of that analysis, the monitoring system designed for such purposes provides information on the gross impacts of completed labour market programmes, i.e., on the number of people taking part in those programmes, including the ratio of those who managed to find a job or work in their own enterprise, or avoid unemployment, 180 days after the completion of the programme.

The ratio of people who were employed on the 180th day after the completion of labour market training gradually increased between 2011 and 2014 from 43.5% in 2011 to 55.7% in 2014. At the same time, the job placement ratio shows a significant increase of the number of people who found a job in public employment after training, as 39.9% of the 55.7% job placement ratio of 2014 included people who joined public employment.

In all of the four years examined, the ratio of employment after training tended to be a few percentage points higher among persons not classified previously as long-term jobseekers than among long-term jobseekers. The difference in the ratio of finding a job between long-term and not long-term jobseekers completing the training was the largest in 2014 (3.6 percentage points).

In the reporting period, the ratio of employment in the primary labour market decreased among both long-term and not long-term jobseekers completing a labour market training programme. In 2012, 43.5% of not long-term jobseekers and 39.6% of long-term jobseekers found a job on the primary labour market after participating in training, compared to 14.8% and 8.5% in 2014, respectively.

Ratio of employment of trainees completing active employment policy programmes on the 180th day after the programme ended (%)



Source: Ministry of National Economy

Number of people enrolled in training - based on data reported in 2011													
Stakeholder	training for input competencies	training to promote employment, entrepreneurship	training for qualifications used by authorities (transport, communication and water management)	training for the inclusion of disadvantaged persons	IT training	rehabilitation training for persons with changed working capacity	training necessary for a position or occupation, not providing an NQR qualification	language training	basic professional training providing a basis for qualification	further vocational training	training providing an NQR qualification recognised by the state	general adult education	Total
Funded from vocational training contribution	0	892	3,866	54	10,183	6	15,225	30,779	656	40,259	25,858	9,797	137,575
Businesses and budgetary organisations, not from the vocational training contribution, and non-profit organisations (as employers)	8	990	10,427	60	30,525	18	21,457	15,784	4,065	138,903	11,372	15,869	249,478
Funded from the state budget	0	488	416	40	1,635	62	1,286	3,416	182	8,956	2,810	2,060	21,351
Funded from EU resources, EU and national co-financing or from	45	4,185	715	1,368	23,646	275	2,480	5,192	416	28,460	11,625	21,386	99,793

international and EU funds													
Other	0	540	2,387	16	503	1	3,654	6,745	1,699	13,474	4,980	7,081	41,080
Supported from the labour market fund	0	396	523	145	490	22	1,004	1,762	32	1,297	10,111	222	16,004
Natural persons enrolled in training	0	354	29,901	0	3,712	60	9,128	38,803	1,173	25,179	48,075	23,538	179,923
Total	53	7,845	48,235	1,683	70,694	444	54,234	102,481	8,223	256,528	114,831	79,953	745,204

Number of people enrolled in training - based on data reported in 2012

Stakeholder	training for input competencies	training to promote employment, entrepreneurship	training for qualifications used by authorities (transport, communication and water management)	training for the inclusion of disadvantaged persons	IT training	rehabilitation training for persons with changed working capacity	training necessary for a position or occupation, not providing an NQR qualification	language training	basic professional training providing a basis for qualification	further vocational training	training providing an NQR qualification recognised by the state	general adult education	Total
Funded from the state budget	0	558	199	149	334	0	905	2,842	389	7,650	3,142	1,131	17,299
Funded from EU resources, EU and national co-financing or from international and EU funds	204	3,897	960	830	5,353	343	5,142	3,532	932	27,728	18,173	16,368	83,462
Other	104	154	2,311	1,512	531	0	1,914	5,513	167	12,492	3,418	6,455	34,571
Supported from the labour market fund	0	396	195	196	1,045	93	705	315	0	8,193	4,455	52	15,645
Natural persons enrolled in training	93	1,185	31,607	192	3,456	14	8,651	36,217	1,799	30,441	54,576	25,118	193,349
Funded from vocational training contribution	0	81	885	0	320	0	1,552	3,520	18	1,114	4,456	418	12,364
Businesses and budgetary organisation	45	794	14,854	36	15,961	3	34,882	20,840	474	141,934	29,317	15,449	274,589

ns, not from the vocational training contribution, and non-profit organisations (as employers)													
Total	446	7,065	51,011	2,915	27,000	453	53,751	72,779	3,779	229,552	117,537	64,991	631,279

Number of people enrolled in training - based on data reported in 2013

Stakeholder	training for input competencies	training to promote employment, entrepreneurship	training for qualifications used by authorities (transport, communication and water management)	training for the inclusion of disadvantaged persons	IT training	rehabilitation training for persons with changed working capacity	training necessary for a position or occupation, not providing an NQR qualification	language training	training for obtaining the qualification of a chartered accountant (auditor)	basic professional training providing a basis for qualification	further vocational training	training providing an NQR qualification recognised by the state	general adult education	Total
Funded from EU resources, EU and national co-financing or from international and EU funds	438	5,080	1,891	2,292	22,366	820	13,913	71,462	0	0	1,332	45,778	32,932	37,499
Supported from the labour market fund	0	352	184	2,384	1,617	0	487	411	0	0	20	9,754	3,387	33
Funded from vocational training contribution	0	0	525	0	133	0	204	2,293	0	0	0	1,263	1,319	165
Other	6	260	1,966	1	7,420	0	2,299	5,028	0	0	81	26,301	2,496	7,809
Funded from the state budget	0	323	60	222	279	0	587	1,951	0	0	487	8,596	4,025	2,193
Natural persons enrolled in training	6	1,351	27,109	115	6,948	10	9,295	45,347	149	149	2,301	42,286	73,090	26,880

Businesses and budgetary organisations, not from the vocational training contribution, and non-profit organisations (as employers)	109	1,542	19,535	5	12,125	0	30,054	19,233	161	161	636	75,146	35,969	13,159
Total	559	8,908	51,270	5,019	50,888	830	56,839	145,725	310	310	4,857	20 9124	153,218	87,738

Number of people enrolled in training - based on data reported in 2014

Stakeholder	training for input competencies	training to promote employment, entrepreneurship	training for qualifications used by authorities (transport, communication and water management)	training for the inclusion of disadvantaged persons	IT training	rehabilitation training for persons with changed working capacity	training necessary for a position or occupation, not providing an NQR qualification	language training	training for obtaining the qualification of a chartered accountant (auditor)	basic professional training providing a basis for qualification	further vocational training	training providing an NQR qualification recognised by the state	general adult education	Total
Supported from the labour market fund	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Funded from vocational training contribution	0	17	38	64	25	1	73	2,300	0	50	1,037	679	100	4384
Other	1	388	1,515	14	376	0	240	718	0	15	4,006	529	1,094	8896
Funded from the state budget	0	61	1,741	1	195	0	396	766	0	13	4,886	1,993	1,744	11796
Natural persons enrolled in training	262	1,317	25,268	53	8,966	0	3,841	51,622	149	676	27,262	52,815	16,146	188377
Businesses and budgetary organisations, not from the vocational training	85	669	17,496	61	38,535	1	23,802	19,028	260	975	106,657	29,728	16,807	254104

contribution, and non-profit organisations (as employer)														
Funded from EU resources, EU and national co-financing or from international and EU funds	966	13,688	2,072	36,966	18,990	2,861	26,479	50,450	0	5,616	80,157	57,386	84,240	379871
Total	1,314	16,140	48,130	37,159	67,087	2,863	54,831	124,884	409	7,345	224,005	143,130	120,131	847428

Number of people completed their training - based on data reported in 2014

Stakeholder	training for input competencies	training to promote employment, entrepreneurship	training for qualifications used by authorities (transport, communication and water management)	training for the inclusion of disadvantaged persons	IT training	rehabilitation training for persons with changed working capacity	training necessary for a position or occupation, not providing an NQR qualification	language training	training for obtaining the qualification of a chartered accountant (auditor)	basic professional training providing a basis for qualification	further vocational training	training providing an NQR qualification recognised by the state	general adult education	Total
Other	0	382	1,455	14	373	0	238	650	0	15	3,964	520	1,065	8,676
Supported from the labour market fund	916	13,156	2,058	35,547	18,259	2,586	25,501	48,599	0	5,419	79,925	55,410	81,981	369,357
Funded from vocational training contribution	0	178	197	18	822	0	1	927	0	22	6,079	773	130	9,147
Other	248	1,194	24,135	52	8,620	0	3,768	47,399	149	666	27,064	51,296	15,620	180,211
Funded from the state budget	0	16	38	61	25	1	73	2,290	0	50	1,035	677	98	4,364
Natural persons enrolled in training	0	36	0	0	2	0	2	46	0	0	51	106	331	574
Businesses and budgetary organisations, not from the vocational	82	650	17,374	61	33,500	1	23,797	17,486	258	965	104,681	29,675	16,613	245,143

training contribution, and non-profit organisations (as employer)														
Funded from EU resources, EU and national co-financing or from international and EU funds	0	435	2	0	0	0	28	54	0	0	284	92	471	1366
Total	1,246	16,047	45,259	35,753	61,601	2,588	53,408	117,451	407	7,137	223,083	138,549	116,309	818,838

TTRI is obliged to monitor the training in the form of requesting data in letters, the results of which do not provide accurate data about estimated employment due to the low response ratio. The response ratio of the questionnaires varies between 25-50% by training group and the ratio of respondents confirming employment varies between 50-75%. One may assume that responses to the request are received from persons who have managed to find a job in the primary labour market. In the reporting period, TTRI played a crucial role in the implementation of competence training courses organised for public employees.

In relation to the public employment programmes offered in winter, TTRI performed the tasks assigned by the Government: it delivered the following four training courses to almost 50,000 people in 2,143 groups: After the training the participants joined public employment.

Employment data of wintertime public employment in the SROP 2.1.6 “I study again” programme		
Title of the training	Number of participants in the training (number)	Ratio of individuals involved in public employment
Basic competence development training	47,991	100%
Competence development training	756	
7th-year catch-up training	84	
8th-year catch-up training	78	
Total	48,909	

Source: TTRI

Participants who completed the training in the framework of the Start work programme found employment opportunities opening primarily in public employment, but approximately 10% of the participants found a job in the open labour market.

Ratio of employment as a result of the SROP 2.1.6 “I study again” START agricultural programme							
County	Number of people successfully completing the training	Number of placements in public employment (persons)		Number of people finding a job on the primary labour market		Other (e.g., number of people who found a job abroad, started a business...)	
Békés	1,505	352	23%	14	1%		
Bács-Kiskun	510	408	80%	77	15%		
Baranya	1,745	1,570	90%	87	5%	20	1%
Borsod-Abaúj-Zemplén	4,021	3,015	75%	241	6%		
Csongrád	458	63	14%	9	2%		
Fejér	318	254	80%	57	18%		
Győr-Moson-Sopron	77	66	86%	3	4%	5	6%
Hajdú-Bihar	1,961	1,658	85%	134	7%		
Heves	599	455	76%			138	23%
Jász-Nagykun-Szolnok	1,614	1,365	85%	110	7%		
Komárom-Esztergom	13	11	85%	2	15%		
Nógrád	571	498	87%	5	1%	63	11%
Pest	63	54	86%	3	5%	4	6%
Somogy	902	766	85%	36	4%		
Szabolcs-Szatmár-Bereg	2,305	690	30%	250	11%	115	5%
Tolna	508	431	85%				
Veszprém	203	173	85%	20	10%		
Zala	250	209	84%	8	3%	27	11%

Total:	17,623	12,038	68%	1,056	6%	372	2%
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Source: TTRI

The following projects supported by the European Union also contained employment indicators:

SROP 5.3.8-B-12/1-2012-0001 Motivating training and supporting services in order to improve the labour market opportunities of most disadvantaged groups

The project aims to develop motivating training activities and supporting services in order to improve the labour market opportunities of severely disadvantaged groups and to implement such services, together with motivating training in the form of practical training to offer them work experience.

SROP 5.3.8/B project indicators		
Project indicators	Target value with a quantity unit	Target achievement until 31.12.2014
Number of participants involved in the project	35,000 persons	42,723
Number of people involved in competence development training	14,000 persons	15,817
Number of people successfully completing competence development training	11,900 persons	12,759
Number of those who joined sheltered employment/public employment or other employment programmes among the individuals who successfully completed the competence development training	2,800 persons	1,574
Number of individuals in income generating employment for at least 90 days over the 180-day period from the successful completion of the competence development training	1,400 persons	1,152

SROP 5.3.10-12/1-2012-0001 “Developing the lifestyle competencies of the most disadvantaged groups”

The major project intends to assist individuals living in disadvantaged sub-regions and lacking major basic competencies. The individuals belonging to the target group receive support to be able to taking part in technical training, to obtain vocational qualification, to improve their position in society in the longer term, to tackle poverty through self-care, to improve their employment opportunities and to join employment and training programmes.

Indicators of the SROP 5.3.10 project		
Project indicators	Target value with a quantity unit	Target achievement until 31.12.2014
Individuals reached by the project	16,000 persons	15,329 persons
Participants in the training	8,300 persons	8,359 persons
Number of individuals successfully completing the training	6,225 persons	6,708 persons
Individuals joining training and employment programmes	2,490 persons	2,227 persons

Source: TTRI

SROP 5.3.1.B-1-11/1-2012-0001 “Employment of Roma people embedded in training within the social and child welfare system”

The objective is to improve the social inclusion and employability of unemployed Roma people, primarily Roma women, prejudiced against in society and struggling with discrimination in the labour market by supporting their employment in the social welfare and child welfare institutions.

Indicators of the SROP 5.3.1-B project		
Project indicators	Target value with a quantity unit	Target achievement until 31.12.2014
Number of individuals involved in the project	2,540 persons	2,600 persons
Number of individuals taking part in supported training within the project	1,105 persons	1,045 persons
Number of individuals successfully completing the training programme	950 persons	959 persons

Source: TTRI

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

5. to encourage the full utilisation of the facilities provided by appropriate measures such as:

- a) reducing or abolishing any fees or charges;*
- b) granting financial assistance in appropriate cases;*
- c) including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;*
- d) ensuring, through adequate supervision, in consultation with the employers' and workers' organisations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.*

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

Persons benefiting from child care benefit or child raising allowance are eligible for labour market training to be covered out of the National Employment Fund in order to promote the return to the labour market of persons taking care of their small children. As of 1 January 2013, the period of training eligible for support changed from twenty to thirty hours a week (Section 11 of Act CCXVI of 2012 on the Amendment of Certain Acts on Employment in relation to Magyar Simplification Programme and other amendments). As of 15 March 2014, legal regulations allow for supporting training as early as the child's reaching the age of one year instead of 18 months for persons receiving child care benefit [Section 261(3) of Act XVI of 2014 on Collective Investment Trusts and Their Managers, and on the Amendment of Financial Regulations].

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION AND KEY DATA, STATISTICS

- **SROP 2.1.6 – 'I Study Again!' major project**

The priority project SROP 2.1.6-12/1-2012-0001 "I Study Again!" is a programme of national importance implemented by NLO together with the government offices of Budapest and the counties. The funding available from the start of implementation on 23 April 2012 until the end of the reporting period on 31 December 2014 was HUF 44,100,000,000.

General goal of the project:

- increasing the level of education of the adult population,
- increasing the number and proportion of persons participating in andragogy,
- improving the willingness of adults to study,
- better supply of qualified labour to employers.

The project offers an opportunity for adults with low qualifications and without vocational qualifications to catch up and acquire basic education that is a prerequisite to vocational training. In addition, they are able to acquire missing competences regardless of their degree of education, as well as trade knowledge and vocational qualifications required for performing specific work that corresponds to demand in the labour market and improve their employability.

In order to improve the chances of people in public employment to find a job in the open labour market, the programme offers them the opportunity to join intensive training courses that develop the basic competences of pupils, provide people without elementary education with training aimed at

catching up, with training registered in the National Qualifications Register, statutory-type training or introductory training. Participants of training programmes receive public employment wages, maintain their status as employed during the programme and fulfil their obligation to work by attending the training course.

The project is implemented by a consortium made up of the NLO and the labour centres of government offices of the counties and of Budapest. As public employment is in the domain of the Ministry of Interior, the NLO plans and organises the training programmes associated with public employment in close co-operation with the Ministry.

The original grant agreement for the “I Study Again!” project was aimed at including 37,000 people in training, by providing HUF 20 billion of European Union funds. According to the planning terms of reference, at least HUF 4 billion of the grant amount had to be spent on training people in public employment. However, in line with the expectations of the Employment Committee, - the project is primarily about supporting the training of clients involved in public employment.

As public employment programmes gained weight, demand arose for including clients involved in public employment in training to a greater extent. In order for this to happen, HUF 24 billion was raised in additional funds for the project in the last quarter of 2014. The increase in the grant amount entailed an increase in the number of people to be trained: the wintertime public employment programme had to provide support for training 137,000 persons instead of the earlier headcount of 37,000.

In the spring of 2015, HUF 1.2 billion was added to programme funds, so that the scheme now offers an opportunity to take part in training courses for performing auxiliary tasks for municipalities (such as digitisation) as well.

The project reached and even exceeded the target indicators set in respect of all three indicators: The number of people involved in training is 169,000 instead of 143,000; the number of people who successfully completed training is 149,000, while the original indicator was set at 95,050. As regards the number of Roma people involved in training, the number is 35,000 instead of 12,000.

3) RESPONSES TO THE QUESTIONS OF ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information on whether the duration of the supplementary training completed on the employer’s request forms a part of ordinary working hours according to Hungarian legislation and/or practice.**

According to Act I of 2012 on the Labour Code, an exemption from the obligation to work may be granted under Section 55, so that employees may be exempted from work while continuing elementary school education, as well as for the time required to take part in training or further training as agreed by the parties.

- **ECSR requests information on the outcome of the implementation of the new NQR training system.**

The new National Qualifications Register was published in the summer of 2012 after the adoption of Act CLXXXVII of 2011 on Vocational Training, [Government Decree no. 150/2012. (VII.6.) on the National Qualifications Register and the procedure for amending the National Qualifications Register]. The NQR needed to be transformed to allow for the operation of three-year vocational

schools introduced in the new Act. A complete review of the NQR removed from the Register qualifications for which no or a very small number of training courses have been offered since their introduction, in the absence of demand from the labour market. In the school system, vocations that encompass a broader area were created in order to enable broader employability. Overlaps and parallelisms in trades and content between vocational training types have been eliminated. Tertiary vocational training has been removed from public education and was assigned to higher education. Accordingly, vocational qualifications that may be acquired in tertiary vocational training were removed from the NQR. In the NQR, training durations for out-of-school training were set at specific (instead of maximum) duration, in order to ensure an even professional quality.

The amendments introduced – including the removal of partial vocational qualifications, branches and overlaps – reduced the number of vocational qualifications that can be acquired to about half (from 1,303 to 632). The changes resulted in a simpler, more transparent system of vocational qualifications recognised by the state with more substance. The modifications also entailed the reduction of vocational requirement modules and the merger of certain modules, which also resulted in simplifying the structure. In order to ensure gradual transition and appropriate preparations, courses matching the new NQR were introduced in full after 1 September 2013.

ARTICLE 15 – THE RIGHT OF PERSONS WITH DISABILITIES TO INDEPENDENCE, SOCIAL INTEGRATION AND PARTICIPATION IN THE LIFE OF THE COMMUNITY

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:

1. to take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialised bodies, public or private;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

A. Higher Education

Act CCIV of 2011 on Higher Education (hereinafter: Higher Education Act) came into force on 1 September 2012. According to the provisions of the Higher Education Act:

- higher education institutions operate information and consulting systems to help students, particularly students with disabilities integrate and progress during higher education studies, and assist both undergraduates and graduates with career planning;
- persons performing tasks associated with education are obliged to transfer knowledge objectively, from a multi-lateral approach, to teach and evaluate in accordance with the approved curriculum, and to respect the student’s human dignity and rights;
- in the course of their activities, teachers must take into account the individual skills, talents and disabilities of students;
- the Government ensures equal opportunities for members of the group of applicants with disabilities in the course of the acceptance procedure to higher education and/or during higher education studies;
- students have the right to receive comprehensive, accurate and accessible information as defined by legislation and in the bylaws of institutions for commencing and pursuing studies, for scheduling their studies, making use of the training opportunities and capacities available at their respective higher education institution; receiving care corresponding to their condition, personal characteristics and/or disabilities;
- a person may pursue higher education studies for 12 semesters in aggregate – in tertiary vocational training, bachelor’s and master’s studies – with a (partial) grant from the Hungarian state (hereinafter: grant term). The grant term shall be no more than 14 semesters if a student takes part in undivided education and the duration of training as specified by training requirements exceeds 10 semesters. Higher education institutions may increase the grant term for students with disabilities by no more than 4 semesters;
- students with disabilities must be provided preparation and examination procedures aligned to their disability, and must be given assistance to be able to fulfil their obligations arising out of their student status. In justified cases, they shall be exempted from learning certain subjects or sections of subjects, or from the obligation to take an exam. If necessary, they shall be exempted from the obligation to take a language exam or certain parts or levels of the exam. They shall be provided with longer preparation times during exams, they shall be allowed to use aids, particularly a typewriter or a computer, at written exams, and if

necessary written exams must be replaced by oral exams, or vice versa. Such exemptions may be granted only in connection with the circumstance underlying the exemption, and may not lead to exemption from fundamental academic requirements needed to acquire a vocational qualification certified by the diploma;

- a doctorate may be acquired by certifying proficiency in two foreign languages at the level required for working in the relevant academic field as specified in the doctorate rules, provided that certifying knowledge of a sign language other than Hungarian shall be considered equivalent for deaf candidates;
- higher education institutions may use the funds available for student grants to support textbook production, purchases of electronic textbooks, training materials and electronic devices required for preparation, for purchasing equipment to assist in the studies of students with disabilities;
- persons with physical, sensory or speech disabilities, multiple disabilities due to concurrent presence of more than one type of disability, autism spectrum disorder or some other disorder of psychic development (severe disorder of learning, attention or behaviour regulation) are classified as students (applicants) with disabilities.

The Government regulates in a decree:

- the conditions for acceptance procedures that ensure equal opportunities for members of the group of applicants with disabilities;
- the procedure for establishing and certifying disabilities, the principles related to the studies of students with disabilities, criteria and procedural rules for preferences;
- the principles for and the manner of supporting students with disabilities, the means for ensuring equal opportunities and equal access.

The Government Decree No. 423/2012 (XII. 29.) on the higher education admission procedure, adopted on 29 December 2012, provides that students having passed an intermediate level written or oral type (B2) or advanced level written or oral type (C1) language examination recognised by the state or an equivalent language examination will be awarded 28 or 40 additional points if they are unable to pass the complex type language examination as certified by their special needs.

In order to ensure equal opportunities, applicants with disabilities are awarded 40 additional points at all institutions they apply to. During the acceptance procedure, the Education Office and higher education institutions must ensure the conditions required by applicants with disabilities so as to enable them to take part in the acceptance procedure. During the acceptance procedure, applicants with disabilities are entitled to the same preferences that they were entitled to under legislation applicable to public education and public pre-school education. If a higher education institution specifies health requirements, aptitude or proficiency requirements for acceptance, applicants with disabilities are entitled to the preferences or exemptions provided by the rules of the respective higher education institution. Preferences or exemptions shall be aligned to the type of disability, and may not lead to total exemption from the fundamental academic requirements needed for acceptance.

Government Decree No. 87/2015. (IV. 9.) on the implementation of certain provisions of the Higher Education Act was published and took effect in April 2015, after the reporting period; it regulates the principles and preferences related to the studies of students with disabilities.

According to Government Decree No. 50/2008. (III. 14.) on the funding of higher education institutions based on education, scientific and maintenance head quotas, higher education institutions are entitled to additional normative funding of 120,000 HUF/person/year based upon the actual number of students with disabilities. Additional normative funding can be used for financing the

tasks arising in the interest of enhancing conditions which are appropriate for the special needs of people with disabilities.

Government Decree No. 555/2013. (XII. 31.) on setting up the administrative grant programme for higher education students with disabilities took effect on 1 January 2014.

B. Public Education

In the reporting period, significant measures were taken to expand the scope of integrated forms of education. Legislation in force offers several preferences to pupils with special needs in integrated education. The rule that children or pupils educated in integration are to be calculated as two or three persons (by area of disability) in calculating class headcounts guarantees a lower number of pupils in a class.

Pupils with special needs may be eligible for additional preferences. Section 56 of Act CXC of 2011 on National Public Education (hereinafter: National Public Education Act) declares as the main rule:

“(1) If individual characteristics or level of development so require, the headmaster exempts pupils with reference to the opinion of an expert committee from evaluation and rating:

a) by marks and grades, and will require written evaluation and assessment instead

b) in certain subjects or parts of subjects except for practical training.

(2) At examinations taken to obtain a certificate of secondary education, pupils may select subjects other than those referred to in section (1) b), as specified in the examination rules.”

The exemptions and facilitations that may be granted at examinations taken in the course of studies are subject to the provisions of the Decree of the Minister of Human Capacities No. 20/2012. (VIII. 31.) on the operation of educational and training institutions and the names of public education institutions. According to Sections 68 and 71 of this Decree, upon the request of an examination candidate with special needs or integration, learning or behavioural disorders, provided that the request is substantiated by the opinion of an expert committee and the principal grants permission:

- the time available for completing written tasks shall be extended by a maximum of 30 minutes,
- the use of auxiliary tools used in the course of school education shall be allowed,
- the candidate may take an oral examination instead of a written one,
- may take an oral examination in writing,
- for oral examinations, the 30 minutes provided to pupils for collecting their thoughts shall be extended by a maximum of 10 minutes.

According to Section 6(7) of Government Decree No. 100/1997. (VI. 13.) on issuing the rules for secondary school leaving examinations (hereinafter: Examinations Decree), if a candidate taking the examination has been exempted from evaluation in a subject that is mandatory or is one of the mandatory options in a secondary school leaving examination based on Section 30(9) of the National Public Education Act, or is exempted from evaluation by grades in a subject that is either mandatory or is one of the mandatory options in a secondary school leaving examination based on Section 56(1) of the National Public Education Act, the candidate may take a final examination in another subject of his choice instead. During examinations, candidates must be allowed to substitute a written report with an oral report, or an oral report with a written one, if they have been allowed to do so in the course of secondary school studies during evaluation, and a longer period must be provided for preparation.

The Examinations Decree contains additional provisions on written and oral examinations:

Written examinations:

“Section 20(7) According to Section 6(7), on the candidate's request and with the principal's permission,

- a) the time specified in Section 19(1) shall be increased by a maximum of one hour (60 minutes),*
- b) the use of auxiliary tools used in the course of school studies (e.g. computer, typewriter) shall be allowed,*
- c) candidates shall be permitted to give an oral account instead of a written test, or to take an oral examination in writing,*
- d) in the examination, pupils may be exempted from one or more parts of evaluation if they were not exempted from evaluation or assessment in the corresponding subject while at secondary school.”*

Oral examinations:

“Section 37(1) According to Section 6(7), on the candidate's request and with the principal's permission,

- a) the time specified in Section 35(2) shall be increased by a maximum of twenty minutes,*
 - b) candidates shall be allowed to take an oral examination in writing.*
- (2) Candidates who take oral examinations in writing shall write their test paper after picking the topic of the test in a separate room, under a teacher's supervision. The time for completing the test shall be thirty minutes at ordinary and forty minutes at advanced level examinations. The candidate or, if the candidate so requests, the teacher conducting the examination reads out the test paper.*
- (3) Candidates granted permission to take an oral examination instead of a written test or the practical part of an examination based on Section 6(7) or Section 24(4)b) and/or Section 31(5) of this Decree, and the examination consists of written or practical and oral parts, shall pick, and elaborate on, two test questions. The time available for preparation and elaboration shall be calculated separately for each topic. If requested by the candidate, a break of at least ten minutes shall be allowed before picking the second topic. Candidates may not leave the examination room during the break. If candidates select an oral account instead of the practical part of an examination, the fact shall be noted in the form of a clause appended to the certificate of secondary education or certification.”*

Supplementary rules:

“Section 45(4) The certificate of secondary education or certification of candidates who have taken an advanced level final examination in a foreign language or in an ethnic language taught in minority education offering linguistic instruction, and passed the written and oral parts of the secondary school leaving examination, including all parts of the examination as specified in the detailed requirements, shall be deemed to be equivalent to

- a) an intermediate (B2) complex type language certificate if the score is at least 60%*
 - b) a basic (B1) complex type language certificate if the score is between 40 to 59%, set in a document recognised by the state.*
- (5) If a candidate has taken an advanced level final examination in a foreign language while exercising his right set out in Section 6(7) and satisfies the additional conditions set out in section (4) paragraphs a) and b),*
- a) the certificate of secondary education or certification awarded to the candidate shall be deemed to be equivalent to a certificate of oral language skills of the relevant level set in a document recognised by the state if the candidate has passed parts of the oral examination and the ‘listening comprehension in a living foreign language’ part of the examination,*
 - b) the certificate of secondary education or certification awarded to a candidate shall be deemed to*

be equivalent to a language certificate of writing skills of the relevant level set in a document recognised by the state if the candidate has passed if the candidate has passed the reading comprehension, writing skills and grammar examination parts in a living foreign language or the written part of examination in Latin.”

Specific provisions applicable to final examinations in ethnic languages and in dual-language education:

“Section 54(4) The certificate of secondary education or certification awarded to a candidate who has passed the written and oral tests of the secondary school leaving examination in a target language, including all parts of the examination, as specified in the detailed requirements, and

a) has achieved at least 60%, and

b) has passed the examination in two other test subjects in the target language at least at intermediate level,

shall be deemed to be equivalent to an advanced level (C1) complex type language certificate set in a document recognised by the state.

(5) If a candidate has taken an advanced level final examination in a target language while exercising his right set out in Section 6(7) and satisfies the additional conditions set out in section (4),

a) the certificate of secondary education awarded to the candidate shall be deemed to be equivalent to a certificate of advanced level (C1) oral language skills set in a document recognised by the state if the candidate has passed the 'oral and the listening comprehension' parts of the test,

b) the certificate of secondary education awarded to the candidate shall be deemed to be equivalent to a certificate of advanced level (C1) oral language skills set in a document recognised by the state if the candidate has passed the reading comprehension, writing skills and grammar examination parts of the test.”

Additional preferences and exemptions are available to pupils with special education needs taking part in vocational training. Based on Section 11 of Act CLXXXVII of 2011 on Vocational Training (hereinafter: Vocational Training Act), preparation and examination procedures matching the special need shall be ensured for candidates with special needs by taking into account the aptitude and health requirements specified in vocational and examination requirements and equal access for people with disabilities, and they shall be given assistance to enable them to fulfil their obligations. Physical and info-communication accessibility must be ensured for pupils with special needs in the course of both preparation and tests. Based on the nature of special needs, test candidates with special needs shall be exempted from learning, and having to give account of, certain subjects and subject matter units (modules) except for the duty to take practical tests. If justified by the nature of special needs, test candidates shall be exempted from the part or a type or level of tests administered in a foreign language. During examinations, they shall be allowed a longer period for preparation, to use an assistant, to use auxiliary tools if justified by the nature of special needs, and the vocational examination committee may authorise the substitution of written (interactive) examination activities with an oral account, or of the oral report with written (interactive) test activities.

In addition to these rules, the National Public Education Act offers guidance specifically on acceptance tests for secondary education. According to the law, central written acceptance tests may be organised in secondary schools (according to separate legislation). Local acceptance tests may be organised only attached to and in conjunction with a central written test, and only in case the number of applicants on the average of the three years preceding the year of the test is more than double the number of pupils that can be accepted. In Section 51(5), the National Public Education Act also indicates that in justified cases, pupils with special needs and with integration, learning and/or

behavioural disorders have to be provided with longer time for preparation, with the tools they normally used and have become accustomed to during their school studies for the written or oral test, and the organisation of the test shall be aligned to their needs in (secondary school) acceptance testing. As regards exemptions and facilitations, the rules of the National Public Education Act, the Decree No. 20/2012. (VIII. 31.) of the Minister of Human Capacities on the operation of educational and training institutions and the names of public education institutions, and of the Examinations Decree shall apply to both pupils with special needs and pupils with integration, learning and behavioural disorders. Indeed, the Vocational Training Act discusses only pupils with special needs but does not exclude the possibility of applying the rules of the other legislation indicated above (applicable also to pupils with integration, learning and behavioural disorders), and so – unless otherwise provided by legislation – these rules shall also apply in vocational training.

As a result of the measures, the number and proportion of children and pupils participating in integrated pre-school and school education has increased continuously. Breakdown of the last evaluated academic year (2013/2014) by type of special need:

Type of disability	Integrated	Segregated	Total	Ratio of students in integrated education (%)
Mild degree of mental disability	8,408	15,224	23,632	35.58
Moderate degree of mental disability	288	5,393	5,681	5.07
Hard of hearing	1,069	291	1,360	78.60
Deaf	94	290	384	24.48
Visually impaired	517	128	645	80.16
Blind	72	159	231	31.17
Locomotive disability	1,355	293	1,648	82.22
Speech disabilities	4,396	1,069	5,465	80.44
Mild degree of mental disability and deaf	34	86	120	28.33
Mild degree of mental disability and blind	4	42	46	8.70
Mild mental disability and hard-of-hearing	36	218	254	14.17
Mild degree of mental disability and deaf	4	30	34	11.76
Mild mental disability and physical disability	57	309	366	15.57
Mild mental disability and autism spectrum disorder	40	329	369	10.84
Moderate mental disability and blind	1	81	82	1.22
Moderate mental disability and deaf	0	37	37	0.00
Moderate mental disability and physical disability	15	308	323	4.64
Moderate mental disability and autism spectrum disorder	30	460	490	6.12
Deaf and blind	26	18	44	59.09
Autism spectrum disorder	1,748	1,313	3,061	57.11
Mild psychological development disorder - severe learning disorder	30,281	991	31,272	96.83
Other psychological development disorder - severe attention disorder	3,202	118	3,320	96.45
Other psychological development disorder - severe behaviour control disorder	2,268	138	2,406	94.26
Total:	53,945	27,325	81,270	66.38

Source: Ministry of Human Capacities Public Education Statistical Survey

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

A. Higher Education

One of the goals of the Social Renewal Operational Programme (hereinafter: SROP) 4.1.1/C application scheme was to promote the integration of students living in multiple disadvantaged and disadvantaged situations and students with disabilities as well as other special student groups accepted in higher education, supporting the completion of their higher education studies by developing mentor, coordinator and advisory as well as training services based on individual needs.

Professional activities eligible for support under the SROP 4.1.1/C application:

- Development of a system of support and services for students with disabilities: development of coordinator and advisory activities for students with disadvantages, other disabilities and special education needs.
- Promoting the integration of students with disabilities, chronic illnesses and in other special situations. Development of the special, equal access and performance possibilities within academic and training requirements. Provision and development of life skills coaching and various special preventive services and advice.
- Training services for students, teachers and staff liaising with students:
 - tolerance training, sensitisation training, intercultural training for students, teachers and staff of higher education institutions;
 - training to assist peers and fellows;
 - training aimed at strengthening active citizen responsibility for students.
- Support for transit employment or on-the-job-traineeship projects associated with higher education for Roma students, students in a disadvantaged situation and students with disabilities.
- Related training and methodology development.
- Collaboration with non-governmental organisations and social partners of the area

Acting on behalf of the Ministry for Human Capacities (hereinafter: MHC), Fogytékos Személyek Esélyegyenlőségéért Közhasznú Nonprofit Kft. (For Equal Opportunities for Persons with Disabilities Public Benefit Non-profit Ltd.), published a call for applications entitled “Support for note-taking services in the interest of higher education students with disabilities” in the autumn of 2012. The goal of the programme was to provide note-taking services for students studying in higher education who were unable to or handicapped in taking their notes themselves.

Based upon the Government Decree No. 555/2013. (XII. 31.) on setting up an administrative grant programme for higher education students with disabilities, the Office of Public Administration and Justice invited students with disabilities who study actively at a higher education institution, have no practical experience and are committed to public administration to apply for administrative grants designed for students with disabilities.

The goal of the grant programme is to ensure students with no work experience but committed to national public administration may acquire relevant work experience with the help of the grant.

B. Public Education

The system of pedagogical services described in point A of Article 9 (including the activities of expert committees) transformed completely in a new legal framework provided by the Decree of the

Minister of Human Capacities No. 15/2013. (II. 26.), on the operation of pedagogical services institutions (hereinafter: Decree) effective from 1 March 2013. The Decree required that a pedagogical services institution (hereinafter: Institution) be set up in each county to combine all of the pedagogical services that operated in the given county, except for those, if any, specified by the Decree. In addition, service delivery staff that used to work independently outside the services was transferred to the staff of the Institution.

Each county Institution must consist of a central institution and member institutions in education districts and is supplemented by county member institutions in certain counties (and in Budapest), and a county and a national level institutions in Budapest

According to the Decree, the following pedagogical services are tasks to be performed at county level:

- a part of expert committee activities, and
- advice on continuing education and career advice

to be performed by the central institution or jointly by the central institution and member institutions with county level competence. Diagnosing mental disability, autism spectrum disorder and other psychological development disorders is the task of county level expert committees, performed accordingly by (altogether 20) central institutions of county (Budapest) pedagogical service institutions, with an additional three expert committee institutions in Budapest and another one in a larger county to ease the workload. Therefore, there are altogether 24 central institutions and member institutions acting as expert committees diagnosing mental disability, autism spectrum disorder and other psychological development disorders. Diagnosing locomotive, vision, hearing and speech disabilities is a task assigned to the Budapest Pedagogical Service, performed by member institutions of the Service set up specifically for the purpose with national powers (one for each area of disability, altogether four). A partial exception to this is the diagnosis of speech disability, which can be performed at county level in addition to the national member institutions indicated above (and one-third of county pedagogical services perform this work).

Tasks of the educational districts:

- speech therapy guidance, early development, education and care,
- developing education
- educational guidance,
- speech therapy,
- conductive pedagogical services,
- corrective physical education,
- school psychology and kindergarten psychology services,
- managing highly talented children and students, and
- expert committee activities in educational districts,

performed by education district member institutions in all counties. Accordingly, expert committee activities exist at education district level as well, with member institutions diagnosing integration, learning and behavioural disorders. Education district member institutions had to be set up in each of Hungary's 198 education districts. In the autumn of 2014, pedagogical services were delivered at altogether 336 locations of the 20 county pedagogical services institutions.

The SROP 3.4.2.B priority project served to develop restructured pedagogical service activities and pedagogical services, between 2012 and 2015, with HUF 2.3 billion budgeted for implementation.

Key activities of the priority project:

- Professional support for the renewal of the institutional framework of pedagogical services.
- Support for the professional renewal of pedagogical service activities.
- Expanding the tools used in pedagogical services.
- Provision of a single electronic registration system.

The content covered by the scheme was specified by taking into account the comments made by non-governmental organisations on unreasonable classification as disabled, and recommendations made by the UN Committee on the Rights of People with Disabilities on inclusive education.

Specific mention should be made of the project part “expanding the means used in pedagogical services”, in the framework of which twelve diagnostic and developmental procedures are being standardised and developed.

3) KEY DATA, STATISTICS

Number of higher education students with disabilities

	Total number of higher education students	Total number of higher education students with disabilities
2011/2012 academic year	359,824 people	2,519 people
2012/2013 academic year	338,467 people	2,344 people
2013/2014 academic year	320,124 people	1,652 people
2014/2015 academic year	306,524 people	2,025 people

Source: MHC Public Education Statistical Survey

Number of vocational school and secondary school pupils with special needs (disabilities), including the ratio of pupils in integrated education

Technical school (3 years, no CSE)			
Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2004/2005	2,012	1,617	80%
2005/2006	2,188	1,841	84%
2006/2007	2,699	2,582	96%
2007/2008	3,631	3,412	94%
2008/2009	4,196	3,971	95%
2009/2010	5,252	5,057	96%
2010/2011	6,610	6,265	95%
2011/2012	7,250	7,060	97%
2012/2013	7,282	7,095	97%
2013/2014	7,162	6,965	97%

Secondary vocational school (4 years, final examination)			
Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of children in integrated education (%)
2004/2005	748	748	100%
2005/2006	954	943	99%
2006/2007	1,333	1,324	99%
2007/2008	1,694	1,669	99%
2008/2009	2,172	2,141	99%
2009/2010	2,652	2,652	100%
2010/2011	3,318	3,282	98%
2011/2012	3,743	3,712	99%
2012/2013	4,067	3,994	98%
2013/2014	4,452	4,337	97%

Special vocational schools where 100% of pupils are deemed to have special needs 3 years, no final examination	
Academic year	Number of students with special educational needs
2004/2005	8,369
2005/2006	8,797
2006/2007	9,563
2007/2008	9,773

2008/2009	9,785
2009/2010	9,968
2010/2011	9,816
2011/2012	9,720
2012/2013	9,134
2013/2014	8,344

Source: MHC Public Education Statistical Survey

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information on measures aimed at promoting and facilitating the participation of persons with disabilities in the general education system.**

See the information provided under 1) and 2).

- **ECSR requests information on whether there have been any positive changes in the field of ensuring equal opportunities for children with special needs, and whether the tangible conditions for their integrated education are provided for in the education system. ECSR also requests information on the measures taken to this effect, and on the possibility for effective legal remedies available to children/parents against decisions made by the expert committee.**

Measures designed to support integrated education and relevant data

Starting from 2013, the performance of pedagogical service tasks (special needs advice, early stages development, education advice, speech therapy, etc.) was restructured.

Before the Decree came into force, the services were geographically imbalanced. As a result, children involved in the services and their parents were forced to use the services far from their homes. As a result of restructuring, a single pedagogical services institution was set up provide care in each county, and member institutions were created in each education district, even where there was previously none. This ensures nationwide coverage of pedagogical services, and the people affected obtain care close to their home. The measure serves to improve the access of children and pupils with special needs to quality care, while easing the financial burdens of families.

The following developments were carried out in the framework of the measure aimed at improving access for children and pupils with special needs to quality education (2012 to 2015): professional support for the renewal of the institutional structure of pedagogical services; support for the professional renewal of activities; provision of a single electronic registration system (SROP 3.4.2.B priority project). In the framework of the development, modern diagnostic tools are adapted and diagnostic protocol is renewed.

Using the Integrated Follow-up System (hereinafter: IFS) commenced in academic year 2014/2015. The system records details of the pedagogical services provided to children and pupils. It shows where and when and what care was given to the person concerned, the professionals providing the care and their findings. The registration system serves to keep track of the process, thereby supporting the diagnosing and individual development of children. It will also work with sensitive data such as data on nationality and ethnicity, to support primarily measures that prevent the unjustified classification of Roma children as disabled. It will be introduced at systemic level from September 2014. Its use will be mandatory for all pedagogical services, and consolidates the various

software and records used by pedagogical services until now. In the framework of the measure, new, modern diagnostic and development procedures are elaborated and adapted in 2015; there are 13 test procedures in progress. Preparation and training associated with the application of modern methods:

Activity	Number of participants
Information days/workshops	851
Best practices workshops	174
Network workshops	375
Preparation for protocol for specialist area	1,074 people
IFS preparation	727 people
Accredited training “Preparing experts of school inspection for pedagogical professional control” (30 hours) and accredited training “Preparation of experts for teacher rating” (30 hours)	19 people
Training based on research related to the performance of pedagogical services	350 (in progress)
Training for specialist examination for teachers	162 (in progress)

Source: MHC Secretary of State responsible for Public Education

Indicators:

- number of staff working in pedagogical services: 5,131 people
- number of pedagogical services institutions: 20 county institutions (approximate number of education district member institutions: 200).

Protocols elaborated:

Basic protocol	1	completed
Protocol for specialist area	10	completed

Activities implemented in the framework of SROP 3.1.1.II Coordination of 21st century public education development priority project

Activities	Quantity
Number of specific protocols developed for early childhood	5 protocols
Number of professionals participating in the testing of the “Client way model” for early childhood	42 experts
Number of training courses developed for shortage areas of early childhood (awaiting accreditation)	3 courses
Number of professionals participating in pilot training programmes	61 experts
“Client way model” developed	1 model
Number of programmes supporting transfer to labour market	8 transfer programmes
Number of professionals participating in the testing of the programmes to support transfer to labour market	50 experts
number of tools examining standardised language skills	5 pedagogical diagnostic tools

Source: MHC Secretary of State responsible for Public Education

The scheme was determined by taking into account the recommendations made by the UN Committee on the Rights of People with Disabilities on inclusive education and comments made by non-government organisations on unreasonable classification as disabled.

The figures confirm that the ratio of children and pupils in integrated education has increased in all school types since 2005:

Children in pre-school education with special educational needs

Academic year	Number of children with special educational needs	Number of students in integrated education	Ratio of children in integrated education, %
2004/2005	5,746	4,317	75%
2005/2006	5,327	3,896	73%
2006/2007	5,324	3,840	72%
2007/2008	4,660	3,286	71%
2008/2009	4,917	3,509	71%
2009/2010	5,027	3,820	76%
2010/2011	5,536	4,264	77%
2011/2012	6,324	4,868	77%
2012/2013	6,689	5,211	78%
2013/2014	7,186	5,722	80%

Number of primary school students with special educational needs

Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2004/2005	56,922	24,067	42%
2005/2006	60,651	29,930	49%
2006/2007	61,585	33,277	54%
2007/2008	57,931	32,719	56%
2008/2009	52,945	30,128	57%
2009/2010	52,572	31,762	60%
2010/2011	52,165	32,573	62%
2011/2012	51,899	33,298	64%
2012/2013	51,654	33,791	65%
2013/2014	51,681	34,599	67%

Number of vocational school students with special educational needs

Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2004/2005	2,012	1,617	80%
2005/2006	2,188	1,841	84%
2006/2007	2,699	2,582	96%
2007/2008	3,631	3,412	94%
2008/2009	4,196	3,971	95%
2009/2010	5,252	5,057	96%
2010/2011	6,610	6,265	95%
2011/2012	7,250	7,060	97%
2012/2013	7,282	7,095	97%
2013/2014	7,162	6,965	97%

Number of secondary grammar school students with special educational needs

Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2004/2005	681	509	75%
2005/2006	777	572	74%
2006/2007	1,071	858	80%
2007/2008	1,086	955	88%
2008/2009	1,487	1,315	91%
2009/2010	1,769	1,635	92%
2010/2011	1,967	1,831	93%
2011/2012	2,018	1,880	93%
2012/2013	2,123	1,987	94%
2013/2014	2,198	2,075	94%

Number of secondary vocational school students with special educational needs

Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2004/2005	748	748	100%
2005/2006	954	943	99%
2006/2007	1,333	1,324	99%
2007/2008	1,694	1,669	99%
2008/2009	2,172	2,141	99%
2009/2010	2,652	2,652	100%
2010/2011	3,318	3,282	98%
2011/2012	3,743	3,712	99%
2012/2013	4,067	3,994	98%
2013/2014	4,452	4,337	97%

Number of students in special vocational schools

Academic year	Number of students with special educational needs
2004/2005	8,369
2005/2006	8,797
2006/2007	9,563
2007/2008	9,773
2008/2009	9,785
2009/2010	9,968
2010/2011	9,816
2011/2012	9,720
2012/2013	9,134
2013/2014	8,344

Source: MHC Public Education Statistical Survey

Measures aimed at preventing unreasonable classification as disabled

If a child has multiple disadvantages, an equal opportunities expert of the specialist services must also be present during the first assessment by the expert committee held after regular monitoring ends.

The expert committee may ascertain mild mental disability only if it is justified with the data of the medical form issued in compliance with point e) of Section 4 (3) of the Decree of the Minister of Health No. 4/2000 (II. 25.) on the activities of family practitioners, family paediatricians and dentists or with the data of monitoring the development of the child.

If the data recorded in the medical form, the medical expert opinion formed during the procedure of the expert committee and the primary skills estimate developed during pedagogical and

psychological tests suggest the likelihood of mild disability, the child must be monitored regularly. During the period of regular monitoring, the child or pupil takes part in pre-school or school education with other children at the kindergarten or primary school of the settlement where the child resides or in a selected institution. Regular monitoring starts in the first month after the pedagogical and psychological tests and lasts until the end of the academic year if at least two months are still left before the end of the particular academic year or until the end of the first semester of the subsequent academic year if less than two months are outstanding. During the regular monitoring period, the examination of the child must be recorded as an examination in progress even for the purposes of statistical reporting.

At the beginning of regular monitoring period, the expert committee defines the tasks of the teacher involved. During the regular monitoring period, the representative of the expert committee monitors the child or pupil at least on three occasions, during kindergarten lessons or lessons at school. At the end of the regular monitoring, the expert committee assessing the child's learning skills checks the development of the child/student and drafts an expert report summarising the results of the assessments based on the experiences.

During the regular monitoring period, the teacher prepares regular assessments of the development of the child/pupil according to the guidance of the expert committee on a regular basis, but at least once every two months. During the regular monitoring period, the teacher informs the parents of the findings at least once a month, and provides assistance for education at home. At the end of the regular monitoring period, the teacher hands over a detailed assessment to the expert committee.

Pursuant to the Decree, the expert committee informs parents of the circumstances among which the child with special educational needs can take part in early development and care, pre-school education and developing education and can meet its duty to attend school. Parents select a public education institution is selected from the institutions recommended by the expert committee. The opinion of the expert committee indicates or rather mandatorily appoints the institution that will provide care to the child. Parents who disagree with the appointed institution, the content of the expert opinion or the procedure of the expert committee, may request a review at the competent district office.

The expert committee also conducts an ex officio review at certain intervals as indicated below: The expert opinion of the expert committee must be reviewed in an ex officio procedure during the first academic year after its implementation starts. Nobody who contributed to the expert opinion can take part in the first ex officio review of the same. If the child or pupil has a mild mental disability or any other psychological development disorder, the expert opinion must be reviewed, in an ex officio procedure, in every second year after the first ex officio review until the academic year in which the child reaches ten years of age and thereafter in every third academic year until the academic year in which the student reaches sixteen years of age; the latter also applies to children with any other disability or autism spectrum disorder or any difficulty of integration, learning or behaviour.

The measure implemented within the framework of the SROP 3.4.2 B project aimed at the adaptation of advanced diagnostic tools and the renewal of the diagnostic protocol, described above, also contributes to the prevention of any unreasonable classification as disabled. As a result of the measures taken to reduce any unjustified declaration of mental disability, the ratio of children and students with mild mental disabilities has been reducing year by year.

Academic year	Proportion of children with mild mental disabilities to the total number of children/pupils - %
2003/2004	2.0
2004/2005	1.9
2005/2006	1.9
2006/2007	1.9
2007/2008	1.8
2008/2009	1.8
2009/2010	1.6
2010/2011	1.6
2011/2012	1.5
2012/2013	1.5
2013/2014	1.4

Source: MHC Public Education Statistical Survey

- **The ECSR requests information about the exact number of complaints submitted to various organisations in the interest of children with special educational needs.**

In relation to the number of applications submitted to the Equal Treatment Authority by legal representatives of children with special educational needs during the reporting period, we provide the following information:

In 2011: 13
 In 2012: 5
 In 2013: 38
 In 2014: 17

- **The ECSR requests information about any difference between the ratio of children with special educational needs in integrated education indicated in the previous report and the ratio stated in other sources, the definition of integrated education and whether or not it is comparable to the fully inclusive environment.**

The difference is caused by the fact that the central statistical surveys also include adult students with special educational needs studying full time at a primary or secondary school (not in higher education). The following table contains central statistical data from the 2007/2008 academic year to the 2013/2014 academic year, broken down by participation in integrated and speech therapy education and training in each field of disability.

Number of children/students with special educational needs in integrated full-time and adult education, 2007/2008 by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	717	6,001	994	0	12	14	7,738
Moderate degree of mental disability	190	125	17	0	1	0	333
Hard of hearing	128	448	48	0	40	104	768
Deaf	20	28	5	0	11	52	116
Visually impaired	74	182	25	0	60	20	361
Blind	11	29	3	0	33	17	93
Physically disabled	216	447	55	0	90	71	879
Speech disabilities	634	1,260	208	0	60	315	2,477
Mild degree of mental disability, visually impaired	7	10	2	0	0	0	19
Mild degree of mental disability, blind	1	1	4	0	0	0	6
Mild degree of mental disability, hard of hearing	3	15	6	0	0	0	24
Mild degree of mental disability, deaf	0	1	0	0	0	0	1
Mild degree of mental disability, physical disabilities	17	16	10	0	1	0	44
Moderate degree of mental disability, blind	1	10	0	0	0	0	11
Moderate degree of mental disability, deaf	2	3	0	0	0	0	5
Moderate degree of mental disability, physical disabilities	11	6	0	0	0	0	17
Deaf and blind	1	1	0	0	0	0	2
Autism	211	162	9	0	20	3	405
Abnormality of development of cognitive feature	784	21,693	1,808	0	627	1,040	25,952
Abnormality of development of behaviour	258	2,281	218	0	70	70	2,897
Total	3,286	32,719	3,412	0	1,025	1,706	42,148

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2007/2008							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	156	17,086	169	7,329	0	4	24,744
Moderate degree of mental disability	541	3,625	28	1,665	0	0	5,859
Hard of hearing	55	257	0	20	0	1	333
Deaf	34	264	21	48	0	0	367
Visually impaired	1	153	0	21	0	4	179
Blind	17	77	0	78	0	4	176
Physically disabled	152	138	0	58	0	8	356
Speech disabilities	249	1,306	0	16	0	0	1,571
Mild degree of mental disability, visually impaired	4	111	0	14	0	0	129
Mild degree of mental disability, blind	5	28	0	2	0	0	35
Mild degree of mental disability, hard of hearing	1	113	0	69	0	0	183
Mild degree of mental disability, deaf	0	112	0	11	0	0	123
Mild degree of mental disability, physical disabilities	6	199	0	59	0	0	264
Moderate degree of mental disability, blind	11	54	0	19	0	0	84
Moderate degree of mental disability, deaf	0	14	0	0	0	0	14
Moderate degree of mental disability, physical disabilities	30	143	0	29	0	0	202
Deaf and blind	3	10	0	0	0	0	13
Autism	95	688	1	84	0	3	871
Abnormality of development of cognitive feature	7	734	0	195	131	1	1,068
Abnormality of development of behaviour	7	100	0	56	0	0	163
Total	1,374	25,212	219	9,773	131	25	36,734

Source: MHC Public Education Statistical Survey

Number of children/students with special educational needs, in integrated full-time and adult education, 2008/2009 by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	731	6,755	1,188	0	26	43	8,743
Moderate degree of mental disability	159	158	20	0	1	1	339
Hard of hearing	152	509	63	0	61	110	895
Deaf	11	33	18	0	15	35	112
Visually impaired	70	256	16	0	69	25	436
Blind	8	36	0	0	34	18	96
Physically disabled	220	526	53	0	86	58	943
Speech disabilities	739	1,407	236	0	42	332	2 756
Mild degree of mental disability, visually impaired	6	19	2	0	2	0	29
Mild degree of mental disability, blind	0	11	0	0	0	0	11
Mild degree of mental disability, hard of hearing	8	16	7	0	0	0	31
Mild degree of mental disability, deaf	0	2	0	0	0	0	2
Mild degree of mental disability, physical disabilities	12	24	7	0	1	0	44
Moderate degree of mental disability, blind	0	0	0	0	0	0	0
Moderate degree of mental disability, deaf	1	2	0	0	0	0	3
Moderate degree of mental disability, physical disabilities	13	3	1	0	0	0	17
Deaf and blind	2	4	0	0	1	0	7
Autism	259	255	23	0	30	9	576
Abnormality of development of cognitive feature	869	17,650	2,076	0	825	1,445	22,865
Abnormality of development of behaviour	249	2,467	261	0	233	127	3,337
Total	3,509	30,133	3,971	0	1,426	2,203	41,242

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2008/2009

by disability type and service type

Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	165	14,934	199	7,179	0	3	22,480
Moderate degree of mental disability	525	3,544	4	1,842	0	0	5,915
Hard of hearing	53	246	0	16	0	3	318
Deaf	28	242	17	56	0	0	343
Visually impaired	2	76	0	18	0	5	101
Blind	27	63	0	80	0	0	170
Physically disabled	142	136	0	63	0	15	356
Speech disabilities	232	1,287	0	36	0	0	1,555
Mild degree of mental disability, visually impaired	1	99	0	30	0	0	130
Mild degree of mental disability, blind	1	20	0	2	0	0	23
Mild degree of mental disability, hard of hearing	12	112	0	72	0	0	196
Mild degree of mental disability, deaf	2	39	0	8	0	0	49
Mild degree of mental disability, physical disabilities	6	277	0	79	0	0	362
Moderate degree of mental disability, blind	14	44	0	18	0	0	76
Moderate degree of mental disability, deaf	3	12	0	2	0	0	17
Moderate degree of mental disability, physical disabilities	30	210	0	39	0	0	279
Deaf and blind	0	10	0	0	0	0	10
Autism	144	808	2	87	0	4	1,045
Abnormality of development of cognitive feature	12	618	3	126	132	1	892
Abnormality of development of behaviour	9	40	0	56	0	0	105
Total	1,408	22,817	225	9,809	132	31	34,422

Source: MHC Public Education Statistical Survey

Number of children/students with special educational needs, in integrated full-time and adult education, 2009/2010 by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	566	6,158	1,150	0	27	55	7,956
Moderate degree of mental disability	137	149	24	0	2	4	316
Hard of hearing	172	524	57	0	55	144	952
Deaf	6	30	14	0	17	37	104
Visually impaired	58	244	18	0	76	33	429
Blind	6	36	1	0	32	18	93
Physically disabled	218	525	69	0	91	74	977
Speech disabilities	716	1,461	104	0	46	187	2,514
Mild degree of mental disability, visually impaired	1	13	2	0	3	0	19
Mild degree of mental disability, blind	0	4	0	0	0	0	4
Mild degree of mental disability, hard of hearing	3	12	2	0	0	2	19
Mild degree of mental disability, deaf	1	3	1	0	0	1	6
Mild degree of mental disability, physical disabilities	8	25	7	0	2	0	42
Moderate degree of mental disability, blind	1	2	0	0	0	0	3
Moderate degree of mental disability, deaf	1	1	0	0	0	0	2
Moderate degree of mental disability, physical disabilities	20	3	1	0	0	0	24
Deaf and blind	3	0	0	0	0	0	3
Autism	269	337	18	0	32	14	670
Abnormality of development of cognitive functions SEN A	1,158	13,058	2,034	0	787	1,056	18,093
Abnormality of development of cognitive functions SEN B	253	7,432	1,301	0	394	1,015	10,395
Abnormality of development of behaviour SEN A	160	1,191	158	0	127	65	1,701
Abnormality of development of behaviour SEN B	63	565	96	0	23	34	781
Total	3,820	31,773	5,057	0	1,714	2,739	45,103

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2009/2010							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	152	13,200	187	7,016	0	0	20,555
Moderate degree of mental disability	503	3,488	8	1,898	0	0	5,897
Hard of hearing	40	254	1	41	0	0	336
Deaf	42	227	17	55	0	0	341
Visually impaired	3	103	1	21	0	0	128
Blind	15	71	0	96	0	0	182
Physically disabled	30	149	2	58	0	0	239
Speech disabilities	217	1,041	0	18	0	0	1,276
Mild degree of mental disability, visually impaired	1	94	0	34	0	0	129
Mild degree of mental disability, blind	0	5	0	0	0	0	5
Mild degree of mental disability, hard of hearing	6	95	1	66	0	0	168
Mild degree of mental disability, deaf	1	52	0	4	0	0	57
Mild degree of mental disability, physical disabilities	9	278	0	94	0	0	381
Moderate degree of mental disability, blind	21	16	0	3	0	0	40
Moderate degree of mental disability, deaf	1	21	0	6	0	0	28
Moderate degree of mental disability, physical disabilities	26	253	0	48	0	0	327
Deaf and blind	4	31	0	0	0	0	35
Autism	150	924	3	118	0	0	1,195
Abnormality of development of cognitive functions SEN A	12	520	10	288	42	0	872
Abnormality of development of cognitive functions SEN B	3	185	6	62	92	0	348
Abnormality of development of behaviour SEN A	7	81	6	26	0	0	120
Abnormality of development of behaviour SEN B	1	10	6	65	0	0	82
Total	1,244	21,098	248	10,017	134	0	32,741

Source: MHC Public Education Statistical Survey

Number of children/students with special educational needs, in integrated full-time and adult education, 2010/2011 by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	578	6,006	1,320	0	25	66	7,995
Moderate degree of mental disability	125	148	18	0	2	0	293
Hard of hearing	180	545	71	0	64	148	1,008
Deaf	15	24	15	0	9	37	100
Visually impaired	65	255	21	0	81	43	465
Blind	7	29	1	0	28	18	83
Physically disabled	208	556	79	0	90	77	1,010
Speech disabilities	735	1,632	92	0	41	144	2,644
Mild degree of mental disability, visually impaired	10	24	0	0	2	0	36
Mild degree of mental disability, blind	1	5	0	0	0	0	6
Mild degree of mental disability, hard of hearing	4	21	6	0	0	1	32
Mild degree of mental disability, deaf	0	1	2	0	0	0	3
Mild degree of mental disability, physical disabilities	11	22	7	0	0	0	40
Moderate degree of mental disability, blind	1	0	0	0	0	0	1
Moderate degree of mental disability, deaf	0	0	0	0	0	0	0
Moderate degree of mental disability, physical disabilities	15	8	0	0	0	0	23
Deaf and blind	0	0	0	0	0	1	1
Autism	329	488	24	0	36	20	897
Abnormality of development of cognitive functions SEN A	1,544	14,354	2,558	0	860	1,345	20,661
Abnormality of development of cognitive functions SEN B	252	6,761	1,751	0	500	1,316	10,580
Abnormality of development of behaviour SEN A	142	1,185	193	0	115	131	1,766
Abnormality of development of behaviour SEN B	42	515	107	0	41	49	754
Total	4,264	32,579	6,265	0	1,894	3,396	48,398

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2010/2011							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	158	11,967	173	7,061	0	0	19,359
Moderate degree of mental disability	482	3,448	8	1,928	0	0	5,866
Hard of hearing	40	267	0	26	0	9	342
Deaf	34	226	16	56	0	0	332
Visually impaired	5	99	0	8	0	3	115
Blind	29	71	0	86	0	0	186
Physically disabled	39	162	0	38	0	23	262
Speech disabilities	171	983	0	22	0	0	1,176
Mild degree of mental disability, visually impaired	1	88	0	13	0	0	102
Mild degree of mental disability, blind	0	28	0	1	0	0	29
Mild degree of mental disability, hard of hearing	9	96	0	71	0	0	176
Mild degree of mental disability, deaf	0	23	0	4	0	0	27
Mild degree of mental disability, physical disabilities	7	226	0	67	0	0	300
Moderate degree of mental disability, blind	9	49	0	24	0	0	82
Moderate degree of mental disability, deaf	4	23	0	2	0	0	29
Moderate degree of mental disability, physical disabilities	22	172	0	38	0	0	232
Deaf and blind	3	8	0	1	0	0	12
Autism	199	1,022	2	143	0	1	1,367
Abnormality of development of cognitive functions SEN A	51	465	0	80	53	0	649
Abnormality of development of cognitive functions SEN B	5	114	1	73	83	0	276
Abnormality of development of behaviour SEN A	8	51	0	16	0	0	75
Abnormality of development of behaviour SEN B	1	4	145	93	0	0	243
Total	1,277	19,592	345	9,851	136	36	31,237

Source: MHC Public Education Statistical Survey

Number of children/students with special educational needs, in integrated full-time and adult education, 2011/2012 by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	553	5,928	1,447	0	22	87	8,037
Moderate degree of mental disability	117	171	34	0	1	1	324
Hard of hearing	201	576	83	0	61	129	1,050
Deaf	11	20	20	0	7	37	95
Visually impaired	66	249	23	0	87	46	471
Blind	5	25	1	0	24	15	70
Physically disabled	248	682	65	0	116	73	1,184
Speech disabilities	894	1,979	101	0	42	118	3,134
Mild degree of mental disability, visually impaired	11	21	2	0	1	2	37
Mild degree of mental disability, blind	0	3	0	0	0	0	3
Mild degree of mental disability, hard of hearing	6	26	4	0	1	1	38
Mild degree of mental disability, deaf	0	2	0	0	0	0	2
Mild degree of mental disability, physical disabilities	18	47	9	0	0	1	75
Moderate degree of mental disability, blind	1	0	0	0	0	0	1
Moderate degree of mental disability, deaf	0	1	0	0	0	0	1
Moderate degree of mental disability, physical disabilities	14	6	3	0	0	0	23
Deaf and blind	4	8	0	0	2	0	14
Autism	353	643	32	0	60	19	1,107
Abnormality of development of cognitive functions SEN A	1,890	15,276	3,147	0	913	1,844	23,070
Abnormality of development of cognitive functions SEN B	273	5,984	1,815	0	497	1,300	9,869
Abnormality of development of behaviour SEN A	162	1,266	200	0	89	89	1,806
Abnormality of development of behaviour SEN B	41	394	74	0	26	41	576
Total	4,868	33,307	7,060	0	1,949	3,803	50,987

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2011/2012							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	173	10,877	163	6,647	0	0	17,860
Moderate degree of mental disability	503	3,354	5	2,011	0	0	5,873
Hard of hearing	45	261	1	21	0	3	331
Deaf	36	237	14	65	0	0	352
Visually impaired	1	104	0	8	0	1	114
Blind	22	69	0	81	0	0	172
Physically disabled	24	166	2	42	0	26	260
Speech disabilities	208	967	0	19	0	0	1,194
Mild degree of mental disability, visually impaired	2	67	0	20	0	0	89
Mild degree of mental disability, blind	1	32	0	4	0	0	37
Mild degree of mental disability, hard of hearing	9	106	2	78	0	0	195
Mild degree of mental disability, deaf	0	16	0	7	0	0	23
Mild degree of mental disability, physical disabilities	24	223	0	76	0	0	323
Moderate degree of mental disability, blind	10	77	0	22	0	0	109
Moderate degree of mental disability, deaf	4	24	0	5	0	0	33
Moderate degree of mental disability, physical disabilities	47	154	0	33	0	0	234
Deaf and blind	5	7	0	3	0	0	15
Autism	247	1,165	1	167	0	1	1,581
Abnormality of development of cognitive functions SEN A	79	530	2	285	132	0	1,028
Abnormality of development of cognitive functions SEN B	6	86	0	42	6	0	140
Abnormality of development of behaviour SEN A	9	78	0	32	0	0	119
Abnormality of development of behaviour SEN B	1	1	0	65	0	0	67
Total	1,456	18,601	190	9,733	138	31	30,149

Source: MHC Public Education Statistical Survey

Number of children/students with special educational needs, in integrated full-time and adult education, 2012/2013 by disability type and service type						
Type of disability	Kindergarten	Primary school	Vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	786	6,381	1,529	21	84	8,801
Moderate degree of mental disability	81	172	91	0	19	363
Hard of hearing	195	594	84	73	145	1,091
Deaf	16	20	13	6	36	91
Visually impaired	71	274	22	93	50	510
Blind	6	32	4	19	14	75
Locomotive disability	286	696	68	122	80	1,252
Speech disabilities	1,166	2,548	101	51	106	3,972
Mild degree of mental disability and deaf	6	30	2	1	0	39
Mild degree of mental disability and blind	0	2	0	0	0	2
Mild mental disability and hard-of-hearing	3	24	3	1	1	32
Mild degree of mental disability and deaf	2	2	0	0	0	4
Mild mental disability and physical disability	17	33	2	0	1	53
Moderate mental disability and blind	0	0	0	0	0	0
Moderate mental disability and deaf	0	0	0	0	0	0
Moderate mental disability and physical disability	9	5	0	0	0	14
Deaf and blind	2	9	3	0	0	14
Autism spectrum disorder	450	948	63	77	65	1,603
Psychological development disorder - severe learning disorder	1,354	18,494	4,610	1,428	3,213	29,099
Psychological development disorder - severe attention disorder	375	2,121	313	77	164	3,050
Psychological development disorder - severe behaviour control disorder	386	1,412	187	99	110	2,194
Total	5,211	33,797	7,095	2,068	4,088	52,259

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2012/2013							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	198	10,012	154	6,161	0	14	16,539
Moderate degree of mental disability	479	3,248	6	2,082	0	0	5,815
Hard of hearing	60	283	0	30	0	4	377
Deaf	23	196	13	65	0	0	297
Visually impaired	9	105	0	8	0	2	124
Blind	10	65	0	84	0	3	162
Locomotive disability	46	169	1	27	0	41	284
Speech disabilities	212	938	0	20	0	0	1,170
Mild degree of mental disability and deaf	2	71	0	17	0	0	90
Mild degree of mental disability and blind	3	29	0	2	0	0	34
Mild mental disability and hard-of-hearing	1	82	1	84	0	0	168
Mild degree of mental disability and deaf	2	11	0	7	0	0	20
Mild mental disability and physical disability	11	235	0	76	0	2	324
Moderate mental disability and blind	21	61	0	20	0	0	102
Moderate mental disability and deaf	6	25	0	5	0	0	36
Moderate mental disability and physical disability	43	199	0	43	0	0	285
Deaf and blind	13	20	1	2	0	0	36
Autism spectrum disorder	238	1,303	4	170	0	1	1,716
Psychological development disorder - severe learning disorder	81	619	0	163	136	6	1,005
Psychological development disorder - severe attention disorder	4	77	0	19	0	0	100
Psychological development disorder - severe behaviour control disorder	16	115	7	49	0	0	187
Total	1,478	17,863	187	9,134	136	73	28,871

Source: MHC Public Education Statistical Survey (as of 1 October)

Number of children/students with special educational needs, in integrated full-time and adult education, 2013/2014						
by disability type and service type						
Type of disability	Kindergarten	Primary school	Vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	857	5,928	1,413	32	178	8,408
Moderate degree of mental disability	101	155	28	1	3	288
Hard of hearing	172	621	75	81	120	1,069
Deaf	13	18	10	3	50	94
Visually impaired	70	274	15	84	74	517
Blind	6	30	2	20	14	72
Locomotive disability	320	758	53	130	94	1,355
Speech disabilities	1,312	2,817	103	61	103	4,396
Mild degree of mental disability and deaf	6	24	3	1	0	34
Mild degree of mental disability and blind	0	3	1	0	0	4
Mild mental disability and hard-of-hearing	4	27	4	1	0	36
Mild degree of mental disability and deaf	1	2	1	0	0	4
Mild mental disability and physical disability	23	27	7	0	0	57
Mild mental disability and autism spectrum disorder	16	21	2	1	0	40
Moderate mental disability and blind	1	0	0	0	0	1
Moderate mental disability and deaf	0	0	0	0	0	0
Moderate mental disability and physical disability	12	2	1	0	0	15
Moderate mental disability and autism spectrum disorder	16	14	0	0	0	30
Deaf and blind	0	15	3	8	0	26
Autism spectrum disorder	482	1,034	74	113	45	1,748
Mild psychological development disorder - severe learning disorder	1,586	19,083	4,633	1,467	3,512	30,281
Other psychological development disorder - severe attention disorder	391	2,205	297	110	199	3,202
Other psychological development disorder - severe behaviour control disorder	333	1,544	240	75	76	2,268
Total	5,722	34,602	6,965	2,188	4,468	53,945

Number of children/students with special educational needs, trained and educated in separate groups/classes in full-time and adult education, 2013/2014							
by disability type and service type							
Type of disability	Kindergarten	Primary school	Vocational school	Special vocational school	Secondary grammar school	Secondary vocational school	Total
Mild degree of mental disability	188	9,355	167	5,504	0	10	15,224
Moderate degree of mental disability	421	2,976	7	1,989	0	0	5,393
Hard of hearing	56	225	0	9	0	1	291
Deaf	35	172	16	65	0	2	290
Visually impaired	2	119	0	6	0	1	128
Blind	12	60	0	84	0	3	159
Locomotive disability	43	160	0	30	0	60	293
Speech disabilities	199	842	0	27	0	1	1,069
Mild degree of mental disability and deaf	3	67	0	16	0	0	86
Mild degree of mental disability and blind	11	28	0	3	0	0	42
Mild mental disability and hard-of-hearing	4	132	0	82	0	0	218
Mild degree of mental disability and deaf	1	20	0	9	0	0	30
Mild mental disability and physical disability	13	229	0	63	0	4	309
Mild mental disability and autism spectrum disorder	23	254	0	52	0	0	329
Moderate mental disability and blind	7	55	0	19	0	0	81
Moderate mental disability and deaf	1	31	0	5	0	0	37
Moderate mental disability and physical disability	47	208	0	53	0	0	308
Moderate mental disability and autism spectrum disorder	36	335	0	89	0	0	460
Deaf and blind	10	7	0	1	0	0	18
Autism spectrum disorder	237	972	5	90	0	9	1,313
Mild psychological development disorder - severe learning disorder	84	651	2	108	123	23	991
Other psychological development disorder - severe attention disorder	17	89	0	12	0	0	118
Other psychological development disorder - severe behaviour control disorder	14	95	0	28	0	1	138
Total	1,464	17,082	197	8,344	123	115	27,325

Source: MHC Public Education Statistical Survey 2013/2014 (as of 1 October 2014)

The currently effective legal regulations do not define the concept of integrated education and training in detail. According to the National Public Education Act, providing kindergarten and school education to children/pupils with special educational needs who can be educated and trained together with other children/pupils is one of the basic tasks of public education. Pursuant to the National Public Education Act, the provision of pre-school education and school training and education and education in halls of residence to children and pupils with special education needs may occur in special education and training institutions established for the purpose, in a conductive education institution, in a pre-school group or school class, or in one and the same pre-school group or school class together with other children and pupils, partially or in full.

See the data concerning the breakdown of children/pupils in integrated education by school type in the response to the previous point.

- **The ECSR requests more detailed information on the measures promoting participation of children with disabilities in the general education system and whether or not the conditions and quality of education of children with special education needs are controlled and whether or not the state guarantees their equal participation in the general education system across the whole country, especially in the countryside.**

In order to monitor the conditions of access to quality education, the following measures have been implemented:

The manager of the educational-training institution is responsible, among others, for

- a) the pedagogical work,
- b) the management of the teaching staff,
- c) preparing, professionally organising, and controlling the implementation of, decisions falling within the scope of competence of the teaching staff. Within the scope of the responsibilities for pedagogical work, the head of the public education institution may take steps to invite external experts to perform professional control in order to assess the quality of education or of the work of individual employees. Professional work communities operated at institutions take part in the management, planning, organisation and control of the professional activities of each educational/training institution.

Responsibilities of the maintainer of the institution, among others:

The maintainer

- may control the financial management, legal compliance and efficiency of the operation and the effectiveness of the professional work of the public education institution, as well as child and youth protection activities and measures taken to prevent child accidents; if the given institution is not maintained by a local government, the institution shall report pupil and child accidents to the Government Office at the seat of the educational institution,
- approves the distribution of subjects/timetable and further training programme of the public education institution,
- evaluates the execution of tasks defined in the pedagogical programme of the educational institution and the effectiveness of the professional teaching work,
- controls the pedagogical programme, school rules and the Rules of Organisation and Operation.

Within the framework of an official control procedure the Government Office assesses whether or

not the operation of the public education institution complies with legislative requirements. Pursuant to the legislation in force, the Government Office conducts at least bi-annual compliance checks of the maintenance activities of public education institutions maintained by churches or other non-state and non-local government entities, and communicates the results thereof to the paying agency disbursing contribution funds from the budget. Within the scope of compliance controls, the Government Office verifies whether or not maintainer runs educational institutions in accordance with their articles of association and operating licence.

Expert committees operating in the pedagogical service must review their expert opinion in an ex officio procedure during the first year/academic year after the implementation of the opinion is started. If the child or pupil has a mild mental disability or any other psychological development disorder, the expert opinion must be reviewed, in an ex officio procedure, once every second year after the first ex officio review until the academic year in which the child completes ten years of age and thereafter in once every third academic year until the academic year in which the student completes sixteen years of age, which also applies to children with any other disability or autism spectrum disorder or any difficulty of integration, learning or behaviour. In addition, the introduced IFS (integrated monitoring system) registers individual supply events and using the system is obligatory for all institutions providing special services. The system was introduced gradually, in approximately four years. As indicated above, the special service system (including expert committee activities, corrective pedagogy guidance, early development, educational guidance, speech therapy, etc.) has been fully restructured since 2013. The legislative framework of restructuring is regulated in the Decree.

Before the entry into force of the Decree the geographic division of the service was disproportionate. The Decree required that a pedagogical services institution be set up in each county to combine all of the pedagogical services operated in the given county. In addition, service delivery staff who used to work independently outside the services were transferred to the staff of the Institution.

See also the information provided in point 2).

- **The ECSR requests an explanation for the number of students with disabilities, studying in integrated education and special vocational schools and also repeats its question about the measures taken in order to increase the degree of integration of students with disabilities into the general vocational system.**

See the information provided in point 3).

- **The ECSR requests information about the measures that generally encourage participation in the higher education system and especially in general vocational training.**

There were 5,252 students with special educational needs in the 2009/2010 academic year. Of those, 5,057 were involved in integrated education.

At the same time, in the 2009/2010 academic year, 9,968 additional students were trained in special technical schools, where 100% of the students need to be considered students with special educational needs.

Technical school (3 years, no CSE)			
Academic year	Number of students with special educational needs	Number of students in integrated education	Ratio of students in integrated education, %
2009/2010	5,252	5,057	96%
2010/2011	6,610	6,265	94%
2011/2013	7,250	7,060	97%
2012/2013	7,282	7,095	97%
2013/2014	7,162	6,965	97%

Special vocational schools where 100% of pupils are deemed to have special needs 3 years, no final examination	
Academic year	Number of students with special educational needs
2009/2010	9,968
2010/2011	9,816
2011/2012	9,720
2012/2013	9,134
2013/2014	8,344

Source: MHC Public Education Statistical Survey

The Vocational Training Act contains provisions about medical fitness and the cases, methods and conditions of exemption from tests (including from the technical examination of candidates with special educational needs taking a test where physical and info-communications accessibility is provided).

Section 7 of Government Decree No. 315/2013. (VII.28.) on the rules of complex vocational examinations states that for candidates taking an exam the option to perform a different activity that corresponds with their disability and longer preparation time must be made available.

A more detailed overview about the general development of the vocational system, the legislative changes and measures implemented in the reporting period is provided on basis of the “Concept for the restructuring of the vocational training system and co-ordinating it with the needs of the economy” (hereinafter: Concept) approved in Government Resolution No. 1198/2011. (VI. 17.).

The Concept defined in detail the legislative changes, development actions, programmes, institutional restructuring, etc. implemented during the reporting period. The Concept consists of four main parts:

- an analysis of the situation,
- a description of the reform measures, and
- a discussion of implementation, and finally
- an international outlook.

The reform measures presented in the Concept and their implementation up to 2014 are discussed below.

As a general introduction, it may be stated that the vocational system was radically transformed in the 2010-2014 government period. Based on the vocational training agreements concluded by the Hungarian Chamber of Commerce and Industry (hereinafter: HCCI), the Government and the Ministry of National Economy (hereinafter: MNE) at the end of 2010, HCCI has a major role in reflecting the needs of the economy in vocational training as much as possible. Similarly, in the area of vocational training in agriculture, the National Chamber of Agriculture is responsible for asserting

the needs of agriculture based on agreements concluded with the Government and the Ministry of Agriculture.

Two new acts entered into force on 1 January 2012 based on the new concept of vocational education approved by the Government in spring 2011. The new Vocational Training Act regulates vocational education in a more transparent and logical structure, keeping dual training in focus.

The concept identified the following main areas in order to effectively transform vocational training:

School-based vocational training. Including the following areas:

1. Technical school and training skilled workers: Three-year vocational training based on the dual principle was introduced generally and comprehensively on 1 September 2013 as of the 2013/2014 academic year. Since then, no new training programmes can be announced in school-type education unless they comply with the new restructured system.
2. Secondary vocational school
3. Study contract
 1. Catch-up programmes
 2. Adult education
 3. Adult training
 4. Teachers of technical subjects

More effective service provision, including the following areas:

1. Regional integrated vocational training centres
2. Regional development and training committees
3. More cost effective school-based vocational training

Content issues, including:

1. Vocational and level examination
2. National Qualifications Register (hereinafter: NQR): The most important among the implementation decrees adopted on the basis of the acts is the new NQR, which was issued in the summer of 2012 and cut the number of available vocational qualifications by approximately 50%. This made the register of qualifications recognised by the state simpler, more transparent and richer in content. New three-year dual vocational educational programmes, matching the new NQR, were launched, as pilot projects, in 77 trades in the 2012/2013 academic year on the basis of the technical documents elaborated in the summer of 2012. From that time, study contracts can also be concluded in vocational schools from the ninth year.
3. Framework curricula, technical and examination requirements: All the technical documents required for the launch of vocational training in schools had been developed and published by spring 2013 (1,451 technical requirement modules, approximately 640 technical and exam requirements and mandatory vocational training framework curricula; the latter spanned 36,000 pages). The Government Decree regulating the complex vocational examination that matches the new NQR and the Government Decree on vocational training agreements with non-state-operated vocational schools to ensure their participation in public vocational training activities.

Support system: Pursuant to Act CLV of 2011 on Vocational Contribution and Support to Training Development (hereinafter: Vocational Contribution Act), a new vocational contribution system, introduced in 2012, strengthens the dual approach to practical education in vocational training

provided in schools.

The Government provides guidance to students studying niche occupations to select a marketable trade through grant schemes, available in technical schools. In 2013 HUF 3.7 billion was allocated for such purposes and the amount affected approximately 22-23,000 students. Since 2013 practical training covered by the study contract concluded with parties not obliged to pay vocational contribution (e.g., social institutions, hospitals) is also eligible for support.

- **The ECSR requested the Government to explain its comments on the treatment of students with disabilities, involved in higher education, by the Commissioner of Fundamental Rights.**

The situation of individuals with psycho-social disabilities arose as a question with relevance for disability policy after the definition of an individual with disabilities was amended in the Act on the Rights and Equal Opportunities of People with Disabilities. New strategies and services need to be developed after exploring the current situation. Higher education can also be expected to manage people with such disabilities separately but only after psycho-social disability is introduced into and covered by the Hungarian system of services.

- **The ECSR requests information on the period to which the figures specified in the previous support for the number of participants in the Workplace Exercise Programme and whether the programme is continued or not.**

The changes in the regulations on vocational training since 2010 and the content and methodology developments completed in the meantime tried to find more effective solutions to previous problems including the facilitation of easier access to vocational education for individuals with disabilities and the more pronounced reflection of special educational needs in vocational education. Solutions were promoted in two areas: the regulations governing vocational examinations and the framework curricula of vocational education.

As a result of the measures, vocational education is now regulated by an act which provides that preparations and exams need to be adjusted to the special educational needs must of students and candidates with special educational needs so that they can fulfil their study obligations. All these issues were previously regulated in legal regulations ranked lower than an act.

The Vocational Training Act specifically stated that physical and info-communications accessibility must be ensured for candidates with special educational needs both in the course of preparation and during examinations. Government Decree No. 315/2013. (VIII. 28.) on the rules of complex technical examinations (new exam regulation) clearly requires institutions organising examinations to provide a sign language interpreter at oral examinations if a candidate with impaired hearing so requests. At the same time, the revised regulations on vocational examinations apply solutions similar to those used earlier to continue to enable students with special educational needs to sit for exams in alternative ways (by taking an oral exam instead of a written test or a written test instead of an oral exam) and to have longer time to perform the activities required in the exam.

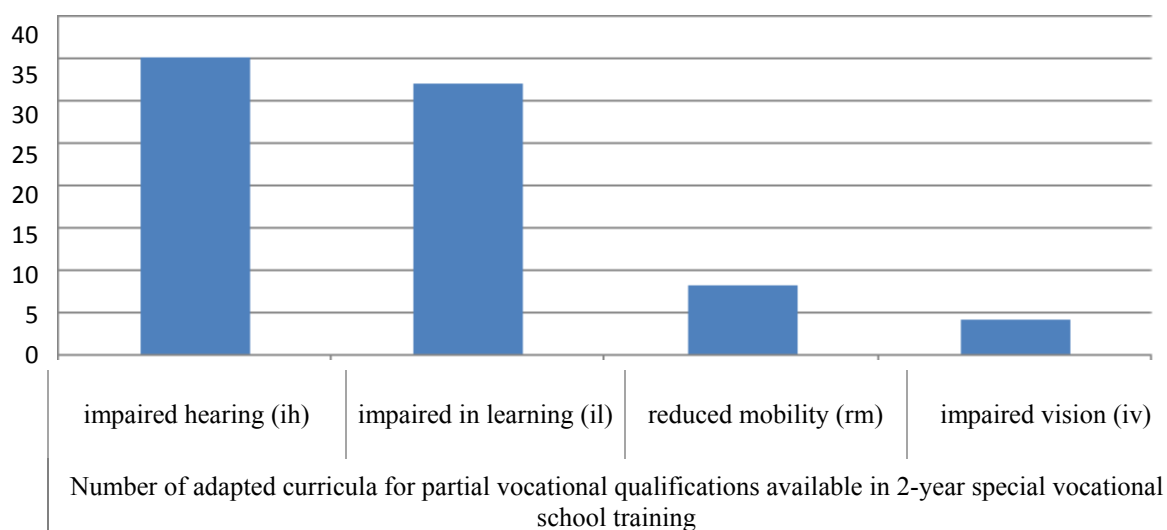
Based on the Vocational Training Act, vocational training in school-based vocational education system is conducted in accordance with the applicable framework curriculum for vocational training. Students with special educational needs are provided individual ability development options and general education, based on special general education framework curricula, parallel with the

technical content of their training in a consistent training system throughout the entire period of technical training

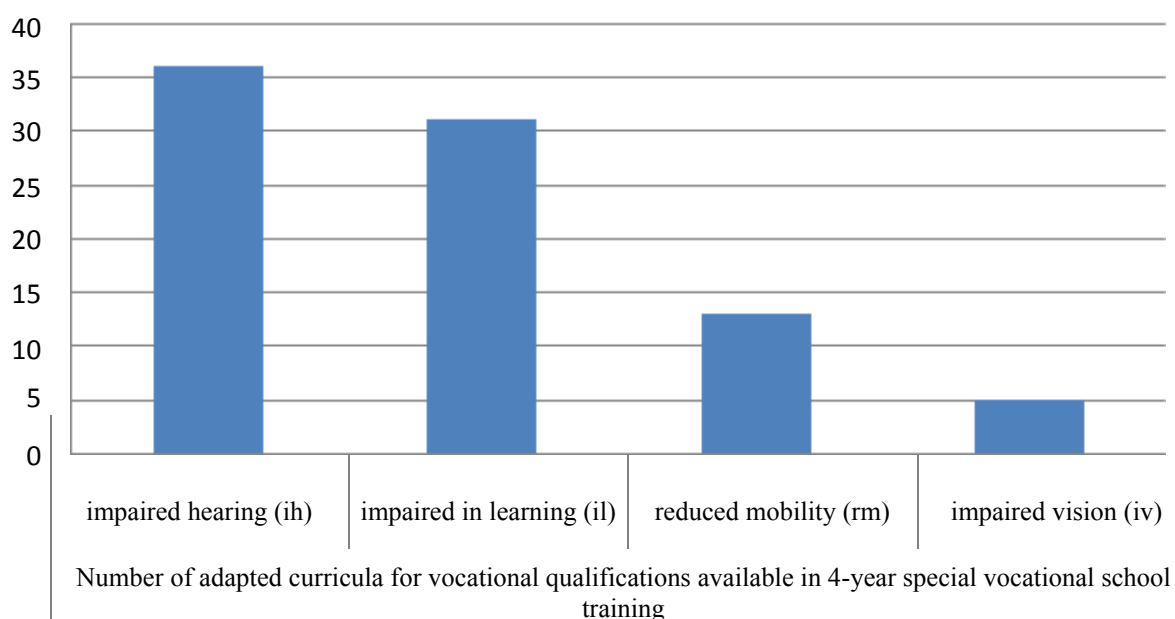
Vocational education framework curricula were developed by the HCCI in co-ordination with the National Labour Office (hereinafter: NLO), Directorate of Vocational and Adult Training. As a result of the work, 217 special vocational training framework curricula were elaborated. Contrary to the regulations in effect prior to 2010, framework curricula were not published as an announcement, but were issued pursuant to a ministerial decree published in spring 2013 [Decree of the Minister of National Economy No. 14/2013. (IV. 5.) on the framework curricula of vocational education] in respect of four types of disabilities (impaired in learning, impaired hearing, reduced mobility, impaired vision), thus facilitating vocational training according to standard requirements across the whole country.

Mentally impaired students have been traditionally trained by special technical schools focussing on skills development. These schools prepare their students for starting out in life and also offer preparatory training in work processes that require simple training and enable them to take a job. In order to enable institutions to perform their activities in compliance with the new Vocational Training Act, special vocational framework curricula and skills development framework curricula were developed for them.

Of the 217 curriculum adaptations published by the NLO, Directorate of Vocational and Adult Training in spring 2013, 164 curricula were adapted to specific types of disabilities. The following diagrams show the breakdown of adapted curricula for partial vocational qualifications available in 2-year and 4-year special vocational school training, by type of disability.



Source: NLO, Directorate of Vocational and Adult Training



Source: NLO, Directorate of Vocational and Adult Training

The vocational education framework curriculum development activities harmonized with the requirements of point 2.1 of Annex 1 of Government Resolution No. 1590/2012. (XII. 17.) on the Action Plan of the National Youth Strategy for 2012-2013, according to which in order to create opportunities for young people with disabilities, vocational education framework curricula must reflect the factors that could assist them and must also be in line with the objectives of the priority project “SROP 2.2.1. Development of the quality and content of vocational training and adult education” defined in Government Resolution No. 1056/2012. (III. 9.) for the Action Plan for the Implementation of the National Disability Programme in 2012-2013.

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:

2. to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services;

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE REASONS FOR AND EXTENT OF THE REFORMS

A. Restructuring the system of disability benefits

In the reporting period, significant changes took place in occupational rehabilitation. The elaboration of full-scale reforms of the system of disability benefits and employment rehabilitation was started at the end of 2010.

The measures introduced during the transformation of the system fully reshaped the employment rehabilitation system of persons with changed working capacity and health impairments. The purpose of employment support was changed radically. With the preservation of long-term (social) and sheltered employment, new objectives were set to promote the employability of workers with changed working capacity, to ensure conditions of work that match their qualifications and health status, to develop their adaptation skills, to counterbalance the employment disadvantages arising from their condition and, mainly, to help them be active in, and to return to, the open labour market. The efficient and transparent absorption of all of the support allocated to these purposes was another objective. The new system increased the number of people involved in sheltered employment. The conditions of entering the open labour market also improved as a result of the introduction of transit employment and a system of labour market services. Apart from making a living from employment, people with disabilities and changed working capacity also receive the training and services that required for improving the quality of their lives. The role of occupational rehabilitation became more important and the tools available for it increased. The new system focuses on health status, remaining capabilities and rehabilitation instead of emphasising passive instruments.

The important components of the transformation project included reducing the number of benefit categories, standardising and ensuring the transparency of the categories and placing more emphasis on enforcing employment criteria. In addition to the above, the complex assessment criteria of people with changed working capacity were re-defined and the procedures and organisations involved in the approval of benefits were simplified.

In 2011, the Ministry of National Resources (MNR, the legal predecessor of the Ministry of Human Capacities, MHC) developed a new concept for the institutions involved in the transformation of the disability pension system, which led to the introduction of the currently effective legal framework.

The changes were introduced in Act CXCI of 2011 on the Benefits for Persons with Changed Working Capacity and the Amendment of Certain Acts (hereinafter: Changed Working Capacity Act), which entered into force on 31 December 2011. The Changed Working Capacity Act radically changed the occupational rehabilitation system of persons with changed working capacity and health

impairments and defined the rehabilitation and disability benefits for persons with changed working capacity, the framework rules of support available for employment, and created a standard system of benefits available for persons with changed working capacity. The Act created the conditions of employment centred rehabilitation, for the reintegration into society and for the employment of persons with changed working capacity, by focusing on their remaining capabilities that lend themselves to development.

Government Decree No. 327/2011 (XII. 29.) on the rules of procedure applicable to the services provided to persons with changed capacity to work (hereinafter: Changed Working Capacity Decree) contains detailed provisions about the duties relating to the establishment, disbursement and termination of benefits, the duty of the recipients of rehabilitation benefits to co-operate and the scope of rehabilitation services.

The actual changes commenced in 2012. On 1 January 2012, disability pensions, regular social benefits and temporary benefits ceased to exist.

Following the entry into force of the Changed Working Capacity Act, the fragmented system of former years was replaced by two new types of benefits to replace the lost income of persons with changed working capacity, who are no longer able to pursue any activity to gain an income:

- rehabilitation benefit: income substituting benefit for individuals recommended for employment or rehabilitation,
- disability benefit: income substituting benefit for persons not recommended for employment or rehabilitation.

Temporary rules pertaining to people receiving benefits that were terminated when the new system entered into force:

- a. Benefits of individuals receiving category I, II. and III. (former categories) disability pension before 31 December 2011, from 1 January 2012
 - Individuals completing the retirement age receive their disability pension as old-age pension. The rules pertaining to any income earning activity while on pension are the same as the rules applicable to old-age pension.
 - In January 2012, a total of 396,886 people above the retirement age received disability and accident related disability pension (disability pensioners). Pursuant to Section of the Changed Working Capacity Act, the Pension Payment Directorate continued to pay pensions to this group of individuals in the form of old-age pensions from 1 January 2012.
 - Disability pensioners receiving Category I or II disability pension under retirement age now receive disability benefit, in the same amount, as long as they satisfy the requirements of eligibility. When they reach the applicable retirement age, pensions can be approved if the eligibility criteria are met.
 - Individuals who reached 57 years of age by 31 December 2011 and had received Category III disability pensions before are now paid a disability benefit of the same amount, as long as they satisfy the eligibility criteria. When they reach the applicable retirement age, pensions can be approved if the eligibility criteria are met.
 - Individuals who reached 57 years of age after 31 December 2011 and had received Category III disability pensions before are paid benefit in the form of rehabilitation benefits from 1 January 2012. The people concerned had to apply for a review of their status if they thought that, given their condition, they would be unable to pursue any salaried activity at all, or only following complex rehabilitation.

Individuals who cannot be employed or recommended for rehabilitation on the basis of their assessment receive disability benefits of the same amount as the benefit payable for the preceding month.

If on the basis of the assessment the individual is deemed suitable for employment or rehabilitation, they are provided rehabilitation benefit, in the amount of 40% (HUF 28,720) of the wages paid in public employment (HUF 71,800 in 2012).

If on the basis of the assessment the individual requires long-term occupational rehabilitation, the rehabilitation benefit equals 80% of the wages available in public employment (HUF 57,440).

- b. Rules pertaining to individuals receiving regular social benefit until the end of 2011.
 - Individuals reaching the old-age retirement age and those reaching 57 years of age by 31 December 2011 receive disability benefit, in the same amount, as long as they satisfy the eligibility criteria. When they reach the applicable retirement age, pensions can be approved if the eligibility criteria are met. While on benefit, they may pursue income earning activities in compliance with the rules pertaining to the disability benefit.
 - Individuals reaching 57 years of age after 31 December 2011 receive benefits in the form of rehabilitation benefit from 1 January 2012. The people concerned had to apply for a review of their status if they thought that, given their condition, they would be unable to pursue any salaried activity at all, or only following complex rehabilitation.

Individuals who cannot be employed or recommended for rehabilitation on the basis of the assessment receive a disability benefit of the same amount until the conditions of eligibility are met.

If on the basis of the assessment the individual is deemed eligible for employment or rehabilitation, rehabilitation benefit reflecting the degree of retained working capacity is approved in the system that corresponds to the new assessment categories. The amount of the rehabilitation benefit equals:

- 40% of the wages available in public employment (HUF 28,720), if employability can be restored with rehabilitation,
 - 80% of the wages available in public employment (HUF 57,440), if long-term rehabilitation is required for employability.
- c. Individuals receiving temporary benefit until 31 December 2011 receive disability benefit, in the same amount, until they reach their respective retirement age, after which old-age pensions will be provided to them.
 - d. Individuals receiving rehabilitation benefit on 31 December 2011 will continue to receive the same for the period established in the decision of the respective authority.
 - e. As regards individuals receiving disability benefit, neither the description, nor the amount of the benefit will change and the terms of payment will also remain unchanged.
 - f. The allowance disbursed to miners with health impairments will be paid at the same amount, but will be renamed as miner's allowance for health impairment.
 - g. Agricultural benefit and agricultural co-operative benefit are disbursed in the same form.

However, no new benefit can be approved.

- h. The benefits established and disbursed due to inheriting the pension entitlement of a deceased relative (survivor's and orphan pensions approved under the title of disability) continue to be disbursed even after the restructuring of the system as long as the degree of the health impairment continues to exist.

B. The new assessment system

The assessment system also changed in 2012. The criteria to be applied in the course of complex assessment are specified in the Decree of the Minister of National Resources No. 7/2012. (II. 14.) on the detailed rules of complex assessment. Pursuant to that Decree, a complex assessment is conducted, according to medical, employment and social criteria, in compliance with specifically detailed medical, social and employment expert assessment rules.

The disability groups used in the old benefit system were replaced by new assessment categories. In the new assessment system, stress is placed on the remaining health condition (the individual's physical, mental, social welfare status after an illness or injury or their permanent or final status prevailing as a result of any congenital disorder, established in view of final detrimental changes), the identification of the capabilities that can still be used and the assessment of the chances of successful occupational rehabilitation. A complex assessment based on retained health, expressed as a percentage, individual rehabilitation and employment chances and on specifying the direction of rehabilitation has become the basis of eligibility for the benefit, and the assessment attributes equal importance to health status, employment and social conditions. The individual and the individual's environment, available resources and potential characteristics determine together the activity required from the individual and the delivery of benefits to them.

In the course of the complex assessment, the rehabilitation authority concludes whether or not the person with changed working capacity:

- can be rehabilitated, more specifically whether
 - employability can be restored with rehabilitation and the health condition is between 51 and 60% (Category B1),
 - long-term occupational rehabilitation is required and the health condition is between 31 and 50% (Category C1)
- rehabilitation is not recommended, more specifically,
 - based on the individual's health condition, employability may be restored with rehabilitation but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and the health condition is between 51 and 60% (Category B2),
 - based on the individual's health condition, long-term occupational rehabilitation is required but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and the health condition is between 31 and 50% (Category C2)
 - employable only with continuous support, health condition is between 1 and 30% and the individual is self-sufficient according to medical criteria (Category D),
 - the individual has major health impairment and is not or is only self-sufficient with assistance and the health condition is between 1 and 30% (Category E).

C. Benefits for persons with changed working capacity in the new system

Benefits for persons with changed working capacity may be granted to individuals whose health condition, based on the complex assessment of the rehabilitation authority, is 60% or less, and who

- was insured for at least 1,095 days within 5 years / for 2,555 days within 10 years / or for 3,650 days within 15 years prior to the submission of the application,
- who does not pursue any salaried activity, and
- does not receive any other regular benefit.

Irrespective of the duration of insurance, anyone is eligible for the benefit of persons with changed working capacity who

- a) became insured within 180 days after leaving school and was insured without interruption for more than 30 days prior to the submitting the application, or who
- b) received disability pension, accident related disability pension, rehabilitation benefit or social benefit of people with health detriments on 31 December 2011.

As a result of the complex assessment, people eligible for benefits may receive one of the following two benefits depending on the rehabilitation proposal:

- **Rehabilitation benefit**

Rehabilitation benefit may be granted to persons with changed working capacity who may be rehabilitated, more specifically,

- whose employability can be restored with rehabilitation and whose health condition is between 51 and 60% (Category B1),
- who require long-term vocational rehabilitation and whose health condition is between 31 and 50% (Category C1).

Within the framework of the rehabilitation benefit, a person with changed working capacity is entitled, for the shorter of the duration of rehabilitation or for three years to

- rehabilitation services required for successful rehabilitation, and
- rehabilitation benefit.

Within the framework of the rehabilitation services, a person with changed working capacity receives

- the services required for getting prepared for performing work at an appropriate workplace, and
- placement services for rehabilitation in order to be able to find a job at an appropriate workplace.

The monthly amount of the rehabilitation benefit payable to an individual receiving rehabilitation benefit

- whose employability can be restored with rehabilitation and whose health condition is between 51 and 60% (B1 category), is 35% of the monthly average income, but not less than 30% and no more than 40% of the minimum wage;
- who requires long-term occupational rehabilitation and whose health condition is between 31 and 50% (C1 category), is 45% of the monthly average income, but not less than 40% of and no more than 50% of the minimum wage.

Pursuant to the provisions of Act LXXXI of 1997 on Social Insurance Pensions (hereinafter:

Pensions Act) about pension increase, rehabilitation benefit increases at the same rate as pensions. The rehabilitation benefit incurs the liability to pay 10% in pension contributions, and therefore the period of disbursement of the benefit is included in the period earning pension entitlements.

Individuals receiving rehabilitation benefit must co-operate with the rehabilitation administration agency, and in doing so must fulfil the obligations specified in the rehabilitation plan.

Individuals receiving rehabilitation benefit must

- appear at the rehabilitation administration agency at the time defined in their rehabilitation plan,
- fulfil their notification obligations,
- look for a job actively,
- accept offered rehabilitation services and sheltered training opportunities, participate in labour market programmes designed to help them find an appropriate job and accept appropriate job offers, including employment within the framework of public employment.

Rehabilitation placement results of the rehabilitation authority (rehabilitation administration agency until 31 March 2015):

In 2013:

- number of submitted vacancies: 6,401
- number of placed persons with changed working capacity: 20,871
- number of people who found a job: 12,631

In 2014:

- number of submitted vacancies: 6,397
- number of placed persons with changed working capacity: 17,982
- number of people who found a job: 17,446

- **Disability benefit**

Eligibility for disability benefit is limited to persons with changed working capacity

- whose employability may be restored with rehabilitation based on their health condition but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and the health condition is between 51 and 60% (Category B2) and whose employability may be restored with rehabilitation and have less than 5 years to go to reach retirement age at the time they submit their application,
- whose employability requires long-term rehabilitation based on their health condition but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and the health condition is between 31 and 50% (Category C2) and whose employability requires long-term rehabilitation and at the time they submit their application have less than 5 years to go to reach retirement age,
- who may only be employed with continuous support and whose health condition is between 1 and 30% (Category D),
- who have a major health impairment and are not or are only self-sufficient with assistance and whose health condition is between 1 and 30% (E category).

The amount of disability benefit payable to persons with changed working capacity is:

- 40% of the monthly average income, but not less than 30% and not more than 45% of the minimum wage, provided their employability may be restored with rehabilitation given their health status but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and their health condition is between 51 and 60% and, based on a social assessment, rehabilitation is not recommended (Category B2); and for persons whose employability may be restored with rehabilitation but they have less than 5 years to go before retirement age at the time they submit their application,
- 60% of the monthly average income, but not less than 45% and not more than 150% of the minimum wage, provided their employability requires long-term rehabilitation given their health status but, due to other circumstances defined in the decree on the technical rules of complex assessment, occupational rehabilitation is not recommended and the health condition is between 31 and 50% (Category C2); and for persons whose employability requires long-term rehabilitation but they have less than 5 years to go before retirement age at the time they submit their application ,
- 65% of the monthly average income, but not less than 50% and not more than 150% of the minimum wage, provided they can only be employed with continuous support and their health condition is between 1 and 30% (Category D),
- 70% of the monthly average income, but not less than 55% and not more than 150% of the minimum wage, provided they have a major health impairment and are not or are only self-sufficient with assistance and their health condition is between 1 and 30% (Category E).

Pursuant to Section 1 (2) 6 of the Changed Working Capacity Act, minimum wage is interpreted to mean the minimum wage specified in Section 4 s) 1 of Act LXXX of 1997 on Eligibility for Social Security Benefits and Private Pensions and the Funding for These Services.

The amount of disability benefit increases at the same rate as pensions in compliance with the provisions of the Pensions Act on pension increase.

MNR Decree No. 8/2012. (II.21.) on Vocational Rehabilitation Experts lays down the conditions of vocational rehabilitation expert services, the rules of entry into the register of experts and the tasks registered experts may perform.

By integrating regional pension insurance organisations, employment centres and organisations of the rehabilitation authority responsible for rehabilitation tasks, separate rehabilitation administration bodies were created in Budapest and county level government offices from 1 July 2012, which functioned as county level rehabilitation authorities and performed rehabilitation tasks, reviewed persons with changed working capacity, approved benefits and were involved in job placements and also promoted employment. The procedural rules are described in detail in Government Decree No. 95/2012 (V. 15.) on the National Office for Rehabilitation and Social Affairs and the rehabilitation administration agencies professionally controlled by it. The past and current purpose of the restructuring has been to improve the services delivered to the demand and supply sides of the labour market at the level of regional administration agencies and to further deepen integration. Accordingly, since 1 April 2015, Employment Departments have been established in the capital and 19 county Government Offices and the responsibilities of the rehabilitation administration bodies in placements and services for rehabilitation purposes have been integrated into them.

D. Rehabilitation Card

On 1 July 2012, Rehabilitation Cards were introduced as a new form of support. Cards are issued by

the national tax authority to eligible persons with changed working capacity. With the Rehabilitation Card, the employer may claim tax relief from social contribution tax for the entire period of employing a person with changed working capacity at the lower of 27% of the (gross) wages used for the establishment of the tax base, before subtracting taxes and other withheld amounts payable by the employee or 27% of twice the minimum wage. At any one point in time only one employer qualifies for tax relief for one person with changed working capacity.

The main rules pertaining to the Rehabilitation Card are laid down in Act CXXIII of 2004 on Promoting the Employment of Career Starters, Unemployed People over the Age of Fifty and Job Seekers Looking for a Job after Taking Care of Children or Family Members, and on Employing Grant Recipients, while the detailed rules of applying for, issuing, using, replacing and withdrawing Rehabilitation Cards and enforcing the related preferences are laid down in the Decree of the Minister of National Economy No. 33/2012 (XII. 5.).

Persons with changed working capacity are eligible for the Rehabilitation Card if, according to the complex assessment conducted by the rehabilitation authority, they

- are eligible for the restoration of employability with rehabilitation, or
- require long-term occupational rehabilitation.

Person who

- received Category III disability, accident related disability pension or regular social benefit on 31 December 2011, or
- receive rehabilitation benefit

are also entitled to a Rehabilitation Card.

The number of employers and employees using the rehabilitation card gradually increased until December 2014.

Period	Persons employed with Rehabilitation Card	Number of employers
July 2012	5,574	3,217
August 2012	6,014	3,482
October 2012	6,911	3,980
November 2012	7,703	4,068
December 2012	9,647	4,105
January 2013	9,642	3,692
February 2013	13,874	4,169
March 2013	16,057	4,427
April 2013	17,690	4,678
May 2013	18,166	4,819
June 2013	18,339	4,872
July 2013	19,072	5,054
August 2013	19,347	5,124
September 2013	20,297	5,263
October 2013	20,952	5,499
November 2013	21,358	5,645
December 2013	21,978	5,597
January 2014	22,655	5,791
February 2014	23,031	5,993
March 2014	23,954	6,274
April 2014	24,360	6,693
May 2014	25,012	7,373
June 2014	28,981	7,876
July 2014	29,463	8,211
August 2014	30,478	8,394
September 2014	31,199	8,610
October 2014	31,268	8,740
November 2014	31,608	8,792
December 2014	31,403	8,634

Source: National Office for Rehabilitation and Social Affairs

E. Accreditation

Government Decree No. 327/2012 (XI. 16.) on the accreditation of employers of persons with changed working capacity and the fiscal support available for the employment of persons with

changed working capacity entered into force on 17 November 2012, according to which employers may apply for support for rehabilitation oriented employment. The former complicated and diffused support system was replaced by two types of support, the transitional and durably supported employment.

Transitional employment refers to the preparation (for maximum 3 years) of employees suitable for rehabilitation under sheltered conditions for continuous employment in the open labour market. The objective is achieved if an employee with changed working capacity finds a job in the open labour market for at least 6 months after transitional employment, and the employment is then monitored for 6 months.

Typical characteristics:

- Work test: the employee may be placed with a receptive employer for no more than 4 months in order to gain work experience and practice.
- Action plan: presentation of the steps of transiting.
- Degressivity: support based on output performance, 100% in the 1st year, 90% in the 2nd year and 80% in the 3rd year.

Permanent employment refers to the preservation and development of the capacity to work, health condition, physical and intellectual capacities of workers with changed working capacity under sheltered conditions, within the framework of employment. It may be established for a period of no more than 3 years and can be re-established again without any limitation.

Owing to the new support system, the system of accreditation of employers, burdened with bureaucratic components, has been significantly simplified and the quality requirements of employers have increased.

The new complex monitoring system ensures continuous compliance with the professional requirements.

The standardised support system is based on the health conditions of persons with changed working capacity and not on the status of the companies.

Pursuant to Government Decree No. 176/2005. (IX. 2.) on the accreditation of employers of workers with changed working capacity and on the rules of controlling accredited employers, the certificates issued to employers were revoked automatically on 31 December 2012, by the power of the law, irrespective of the level of the certificate or the effective term specified therein. Since then, employers seeking to offer sheltered employment have been required to have a rehabilitation accreditation certificate, issued on the basis of an accreditation procedure conducted pursuant to the provisions of Government Decree No. 327/2012. (XI. 16.).

The following conditions apply to the rehabilitation accreditation certificate:

- registration in the company register or in a required register, if the conditions of operation require other registration before a court or an authority,
- the monthly headcount of employees with changed working capacity is at least 30, or their share in the total number of employees is greater than 25%,
- persons with changed working capacity are employed within the framework of rehabilitation oriented employment, as stated in the employer's Sections of Association and which relates to the activity registered by the authority or court,
- no due and payable public debt outstanding to the National Tax and Customs Authority,
- availability of a professional programme of occupational rehabilitation,

- willingness to prepare personal rehabilitation plans,
- provision of assistance services specified in the personal rehabilitation plan,
- employment of a rehabilitation consultant, rehabilitation mentor or assistant,
- availability of not only jobs for skilled and trained workers, but also jobs that require qualifications or a level of education,
- supply of the training options required for successful rehabilitation and, in the case of transitional employment, for the successful placement in the open labour market, either by the employer itself, or in cooperation with an adult training institution, and
- fulfilment of the conditions specified in the Act on Public Finances.

No accreditation certificate may be granted to employers sanctioned to pay occupational safety fine in a period of 6 months up to the submission of application and if according to the resolutions that entered into force during the audited period, the total amount of the imposed fines calculated on the basis of the headcount figure of the month preceding the submission of the application:

- reached five times of the mandatory wage minimum at employers employing no more than 200 employees,
- reached ten times of the mandatory wage minimum at employers employing more than 200 employees,
- the employer failed to pay the accreditation fee specified in a separate legal regulation, or
- the employer is under dissolution , bankruptcy, liquidation, mandatory dissolution or is subject to mandatory striking from the register.

The certificate shall be withdrawn:

- upon the employer's request,
- upon the employer terminating the activity or rehabilitation oriented employment,
- if the employer is brought under liquidation by a final court order,
- if the employer is under voluntary or mandatory dissolution or is subject to mandatory striking from the register,
- if the employer fails to pay the wages during the effective term of the certificate for a period longer than 30 days and fails to pay the wages by the deadline specified in the decision of the authority establishing the delay,
- if annual idle time surpasses 30 working days per employee, and idle time of that duration affected at least 30% of the headcount of employees with changed working capacity, provided the employer fails to fulfil the employment obligation by the deadline specified in the decision of the authority establishing the duration of idle time,
- if the employer collected 12 negative points during inspections,
- if the employer withheld, during the accreditation procedure or an inspection, any important fact or condition, or made a false declaration in relation to a fact that precludes issuing or establishes the grounds for withdrawing the rehabilitation accreditation certificate.

Fiscal support is available for an employee

- who is eligible for rehabilitation based on a complex assessment (Categories B1 and C1), or
- whose rehabilitation is not recommended (Categories B2, C2 and D)
- who received Category III disability pension, accident related disability pension or regular social benefit on 31 December 2011, and has more than five years to go before retirement age and has applied for complex assessment,
- who receives rehabilitation benefit,
- who was deemed to be an employee with changed working capacity pursuant to Sections 42 and 42/B of Act IV of 1991 on the Promoting Employment and Providing for the

Unemployed on 31 December 2011, or whose employer received fiscal support in December 2011 based on their employment.

As from January 2013 wages and cost support has been introduced only for accredited employers, based on application, for transitional and durable employment.

Regardless of whether or not an employer has applied, all employers may use the preferences associated with the rehabilitation card in respect of each eligible person.

The amendment in 2013 of Government Decree No. 327/2012 (XI. 16.) on the accreditation of employers employing workers with changed working capacity and the fiscal support available for the employment of people with changed working capacity introduced job creation support, on the basis of which applications were called for job creation and which contributed to the creation of 720 new jobs in 2013.

F. Social employment

Disabled individuals with changed working capacity who may not be employed in the framework of integrated employment may exercise their right to permanent employment under sheltered conditions (social employment). Support is available for employers engaged in social employment as defined in the law.

In the reporting period approximately 8,000 disabled persons with changed working capacity took part in social employment with HUF 4.6 billion budget support each year. Although the annual number of individuals involved in social employment has not changed significantly, the analysis of the data shows that the number of those transferred to the revised accredited employment scheme is estimated at 1,200. New employees were hired to fill the vacancies.

G. Incentives for employers to hire workers with changed working capacity

It is a general obligation of employers to continue to hire employees whose working capacity is reduced during the employment relationship in a position appropriate to their condition, as defined in a separate regulation.

As a general rule, the employer may not terminate a person's employment by ordinary termination – unless they otherwise receive a pension – within five years before they reach statutory retirement age, before the age of 62, unless special considerations justify termination in the given situation (protection on account of age). [Section 66 (3) of Act I of 2012 on the Labour Code (hereinafter: the new Labour Code)].

In the case of workers receiving rehabilitation benefit or rehabilitation allowance, the health condition of the employee may not be the only ground used by the employer for termination. Employers may give notice to terminate the employment relationship of workers who can no longer be employed in their original position and no other job is available that is considered appropriate for their medical condition, or if the employee refuses without good reason to accept a job offered by the employer . [Section 66 (7) of the new Labour Code].

In order to promote rehabilitation for employment of persons with changed working capacity, Section 23 (1) of the Changed Working Capacity Act requires employers to pay rehabilitation contribution when the number of employees is greater than 25 and the number of employees with

changed working capacity working for the employer is less than 5 per cent of the total headcount, (hereinafter referred to as: the mandatory employment ratio). Employers complying with the mandatory employment ratio are exempt from the payment of rehabilitation contribution.

As of 1 January 2010 the amount of the rehabilitation contribution has been HUF 964,500 /person/year. Employers must pay an advance quarterly, to be calculated according to the quarterly employment ratio.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION AND KEY DATA, STATISTICS

A. Employment incentive programmes

In January 2013 SROP schemes were launched in the framework of the New Széchenyi Plan (SROP 5.3.8. and SROP 1.1.1.), with more than HUF 21.5 billion budgeted for assisting organisations that offer training and occupational rehabilitation services, individuals with changed working capacity, with training and wage support, and supplied the necessary funds for the achievement of the objectives laid down in the new legal regulations.

1. SROP 5.3.8.

A complex project of three modules was developed in order to improve the labour market opportunities and to promote and improve the integration of people with changed working capacity. The services managed to connect the needs of employers and the special needs of employees. Applied instruments: training, professional and IT development, labour market services and the establishment of the national professional methodology centre. The project was implemented from 2012 to 2014. Funds worth HUF 9.8 billion were made available for the project.

A complex training system embedded into rehabilitation oriented employment was created for the development of key competences of employees with changed working capacity and other professional training adjusted to individual needs and labour market requirements of the region.

A National Labour Market Service and Professional Support Network were introduced to assist individuals with changed working capacity to find a job in the open labour market. The collaboration between participating organisations, including , first of all employment rehabilitation service providers and accredited employers, paves the way for successful and efficient rehabilitation, which increases the number of people employed in the open labour market.

A national methodology centre has also been established which, apart from the operation and professional coordination of the network, measures the efficiency and the results of service organisations as its core activity in order to improve the opportunities of persons with changed working capacity on the labour market.

Efficiency statements of Organisations Providing Labour Market Services based on the data of the Service Analysis System

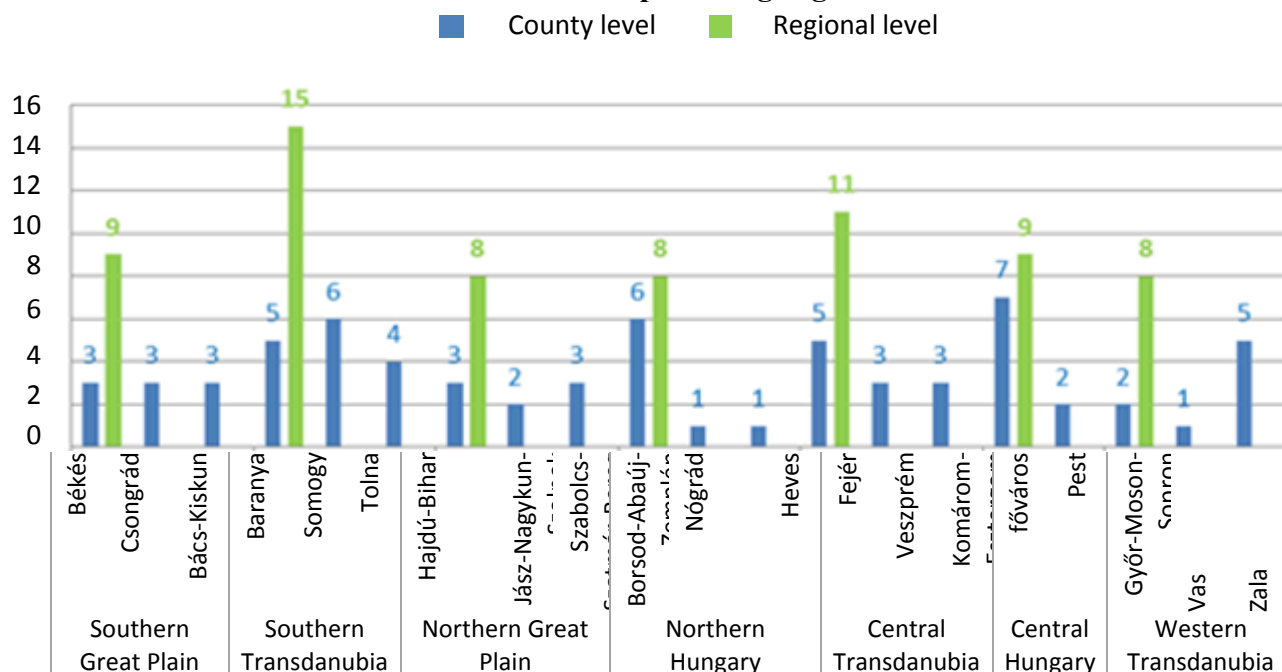
The Service Analysis System (hereinafter: SAS), developed in the framework of the RÉV project¹ (RÉV = Rehabilitation – Value – Change) has been used across the country since April 2014. The SAS system collects data, in a single framework and with standard content, about the activities and the efficiency of service providing organisations, the labour market and infrastructure environment of the organisations, clients and employers. The almost 70 types of queries and indicators generated from the data captured in the system provide a good basis for an objective comparison of the performance of the organisations. The analysis was made on the basis of the data recorded in the first nine months.

Before 31 December 2014, 68 central offices of 54 alternative labour market service providing organisations offered vocational rehabilitation services to 10,296 persons with changed working capacity and to 2,034 employers intending to hire them. During the period covered by the review, 7,988 employees were placed and, as a result, 1,692 workers found a job on the open labour market without any wage support.

- **Information on organisations**

The SAS system was implemented on 68 service locations of 54 alternative labour market service providing organisations across the country on 1 April 2014. Five organisations operate on two locations, three organisations operate on three locations and one organisation pursues its activities on four locations. The data of 367 users were captured at the 68 locations.

Number of service providing organisations



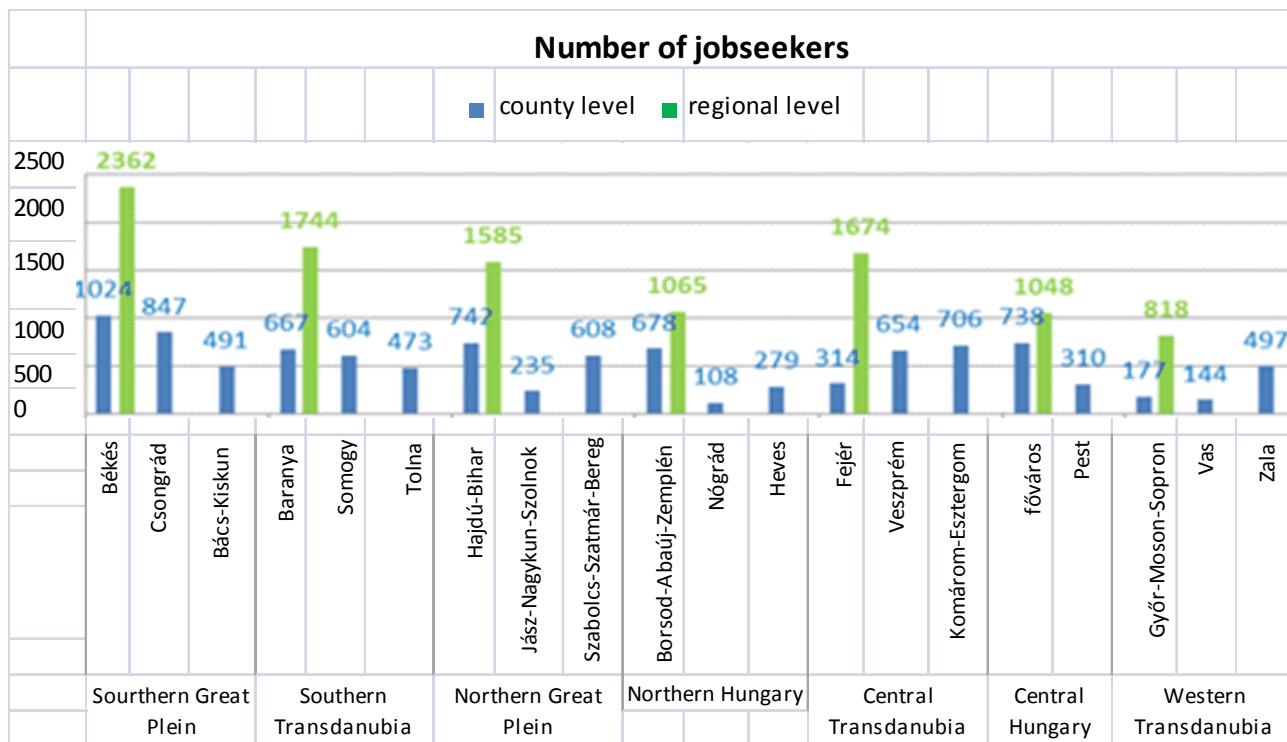
Source: SAS

¹ Rehabilitation - Value - Change (RÉV): system level training and service development model program to assist persons with reduced working capacity in the labour market (code: SROP-5.3.8-11/A1-2012-0001) SROP-1.1.1-11/3

- **Information on jobseekers**

During the period covered by the report, the data of 10,296 jobseekers with service contracts were recorded. The conclusion of a service contract is the first step in joining the service process.

Territorial breakdown of the number of jobseekers

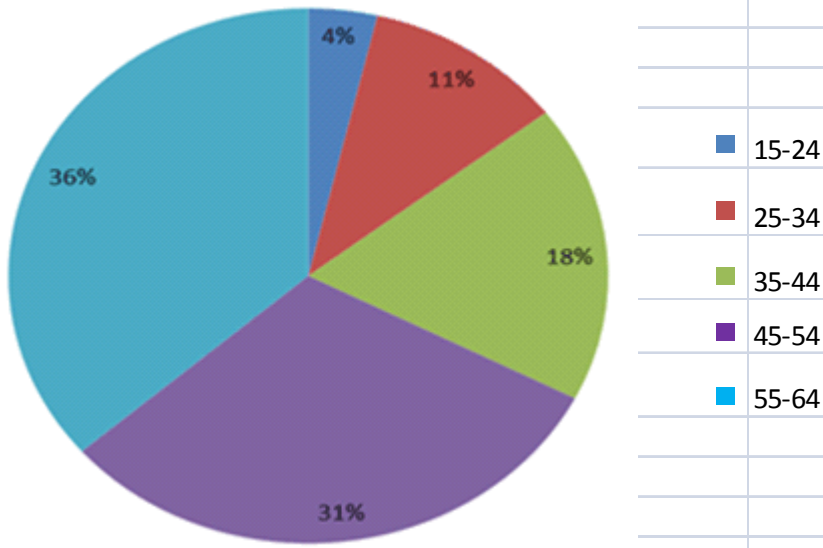


Source: SAS

A review of gender ratios in the national data shows that 44% of the jobseekers were men and 56% were women.

Breakdown of the recorded jobseekers by age, in percentage

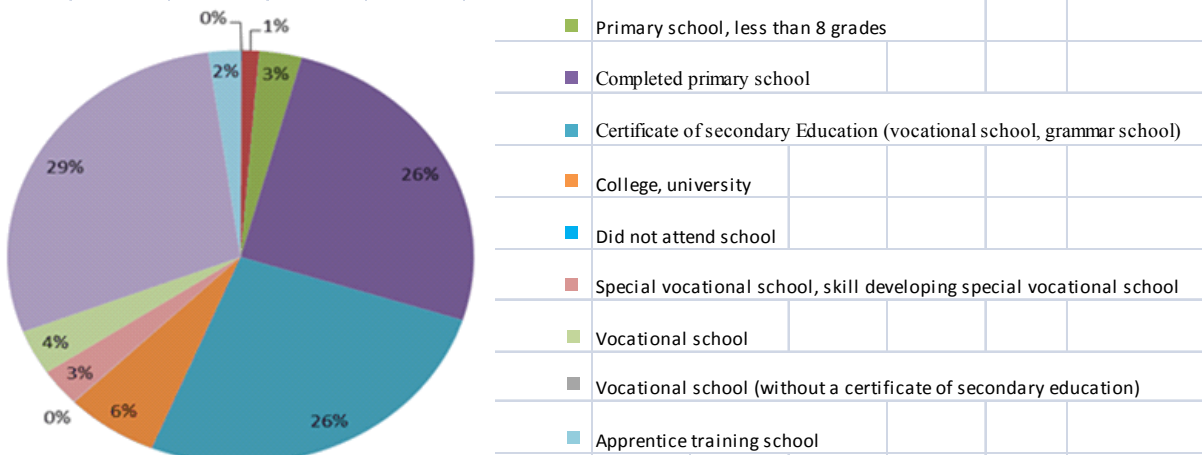
Breakdown of jobseekers by age



Source: SAS

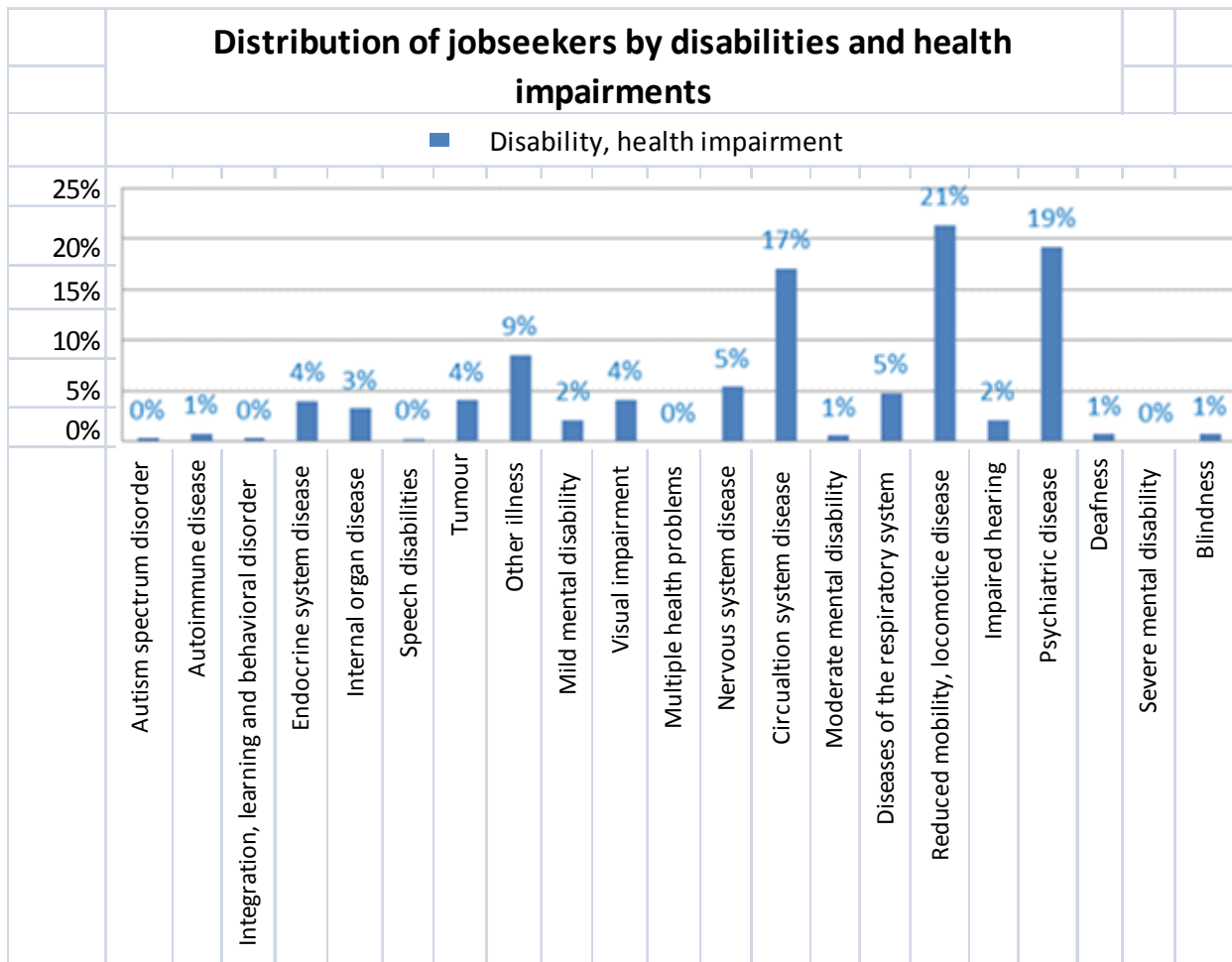
Breakdown of jobseekers by their highest school qualifications

Distribution of jobseekers according to education



Source: SAS

Data of disabilities and health detriments of jobseekers, percentage ratios



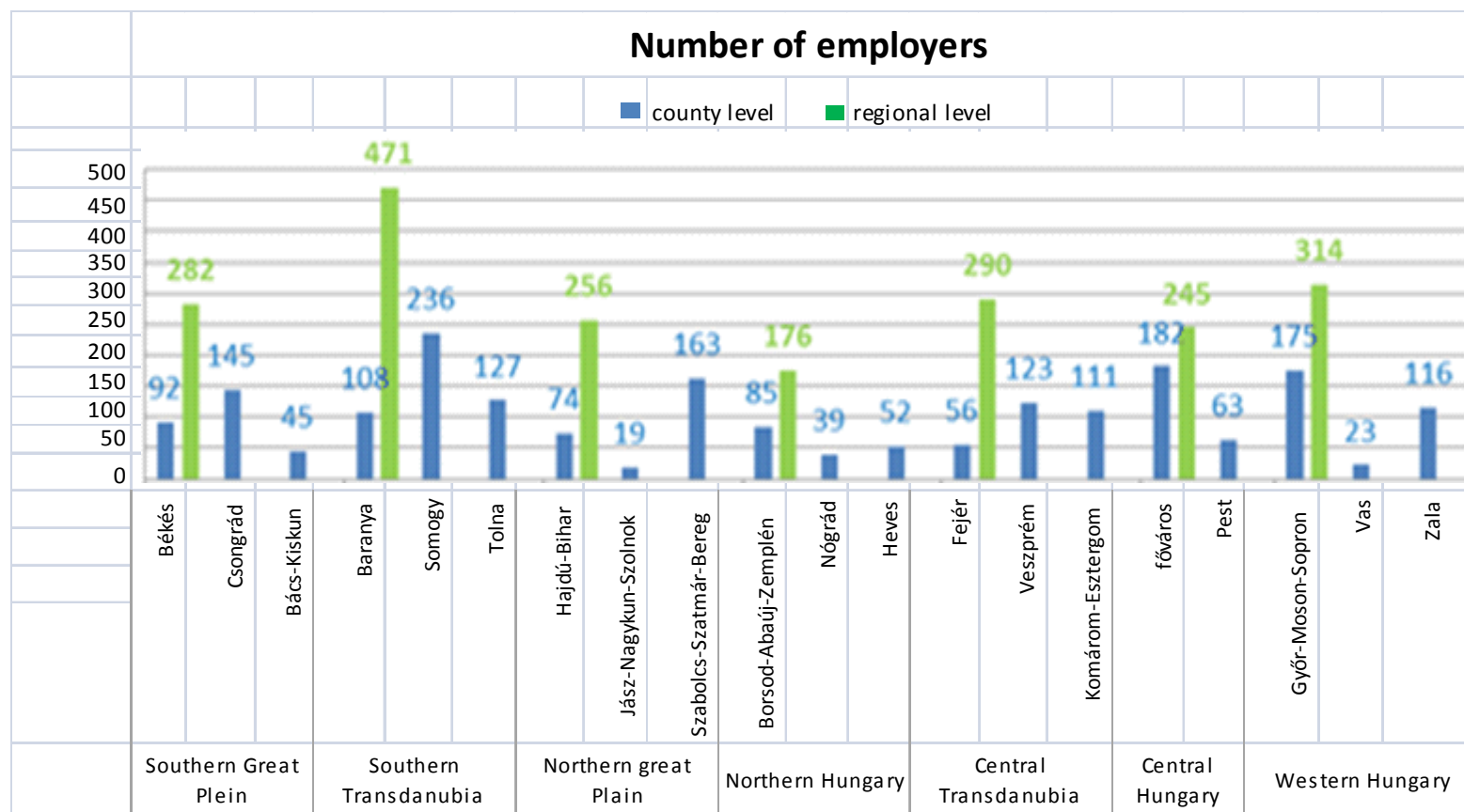
Source: SAS

In total 14,060 items relating to disability and health impairments were recorded in SAS for the 10,296 jobseekers, which indicates that there may be several concurrent factors with health effects affecting one and the same person.

- **Information about employers**

During the period covered by the report, the data of 2,034 employers were registered across the country.

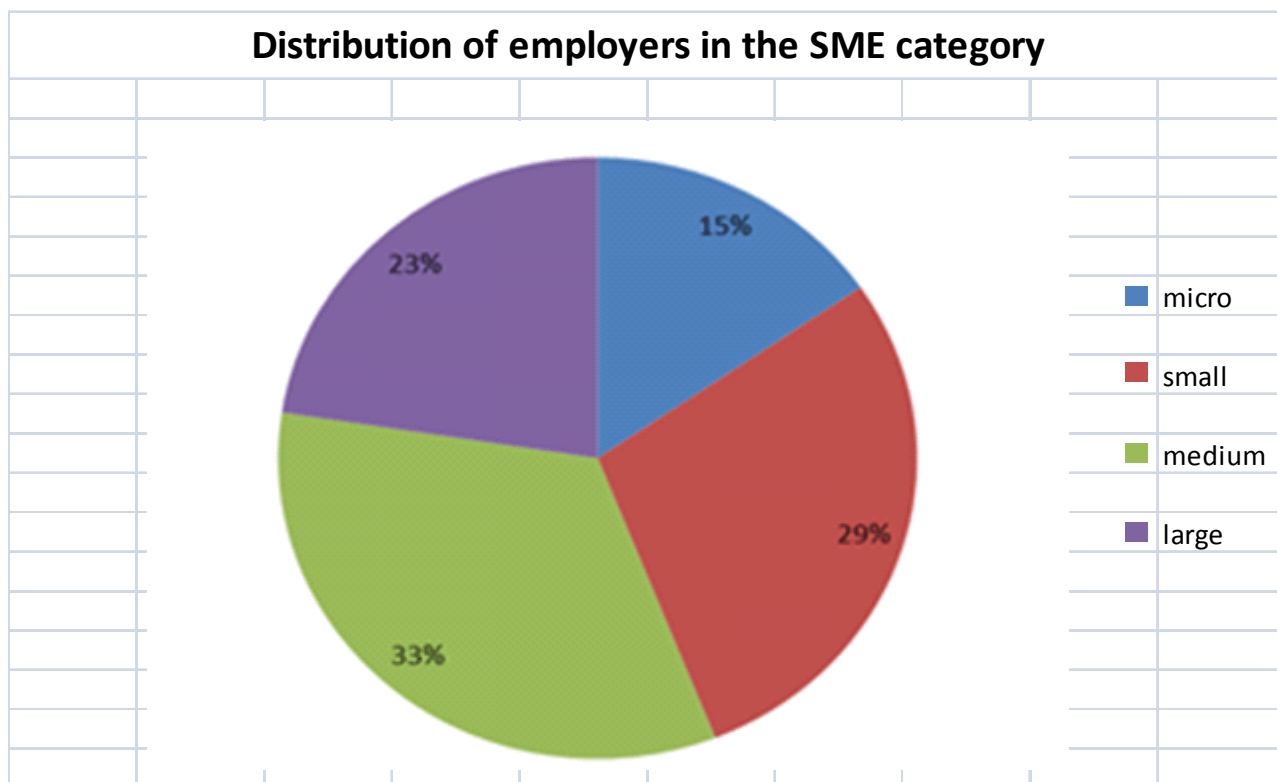
Data about the number of employers



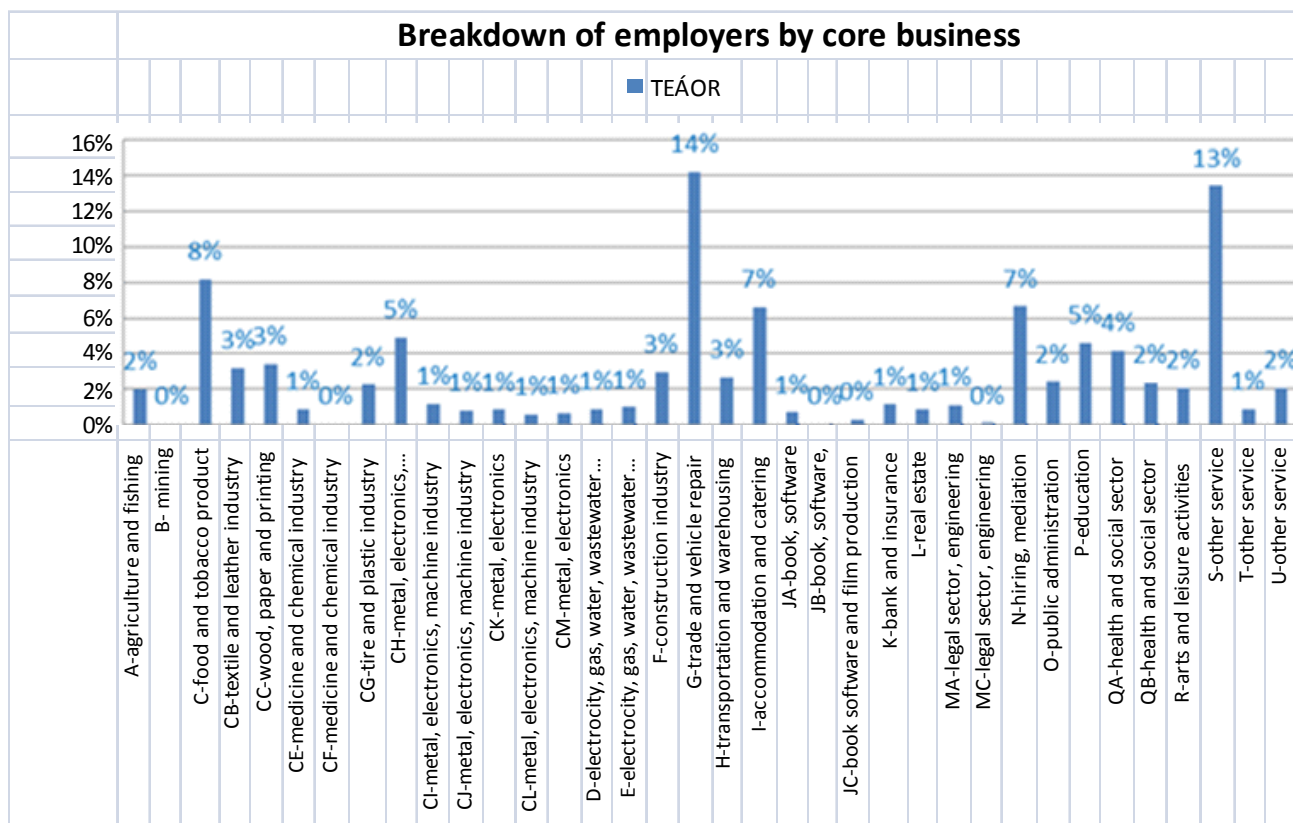
Source: SAS

Of the 2,034 employers recorded across the country 95% were non-accredited employers and 5% were accredited employers or sites. In total, 9 sheltered (segregated) companies were registered in SAS, which did not make up even 1% of the total number of employees.

Distribution of employers in the SME category and by core business



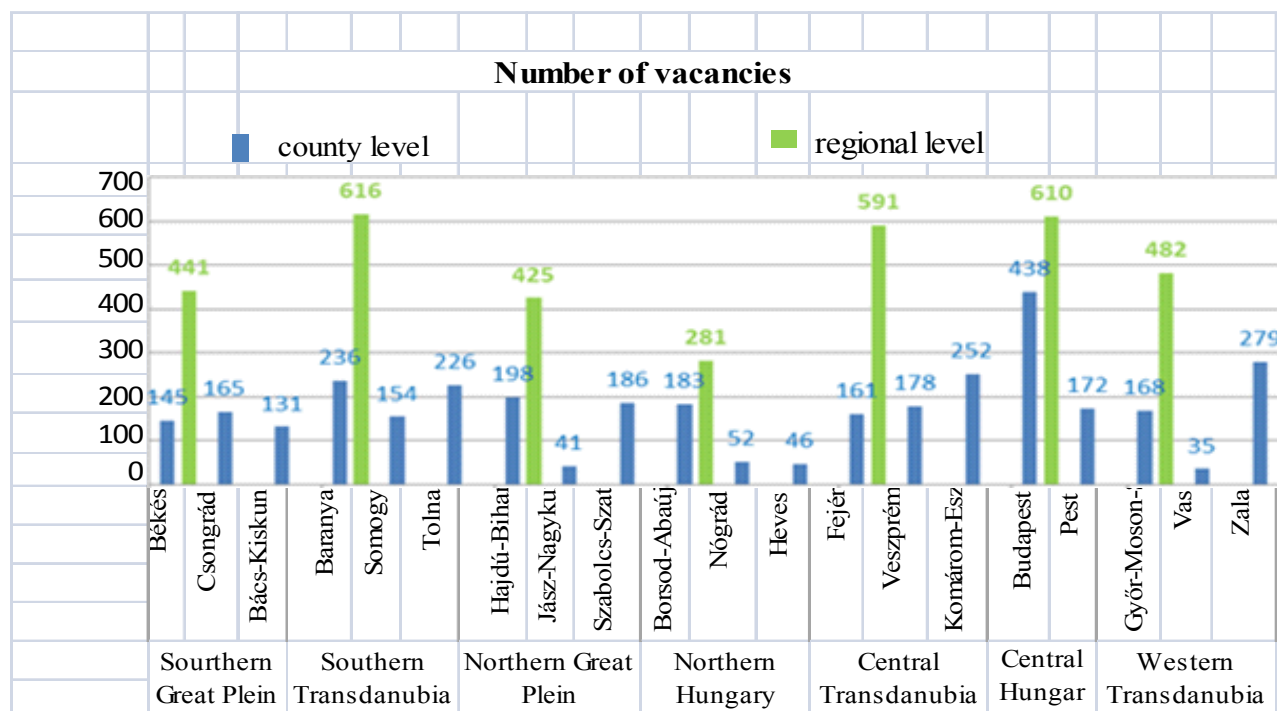
Source: SAS



Source: SAS

- Information about vacancies²

Data pertaining to the number of vacancies identified by the organisations

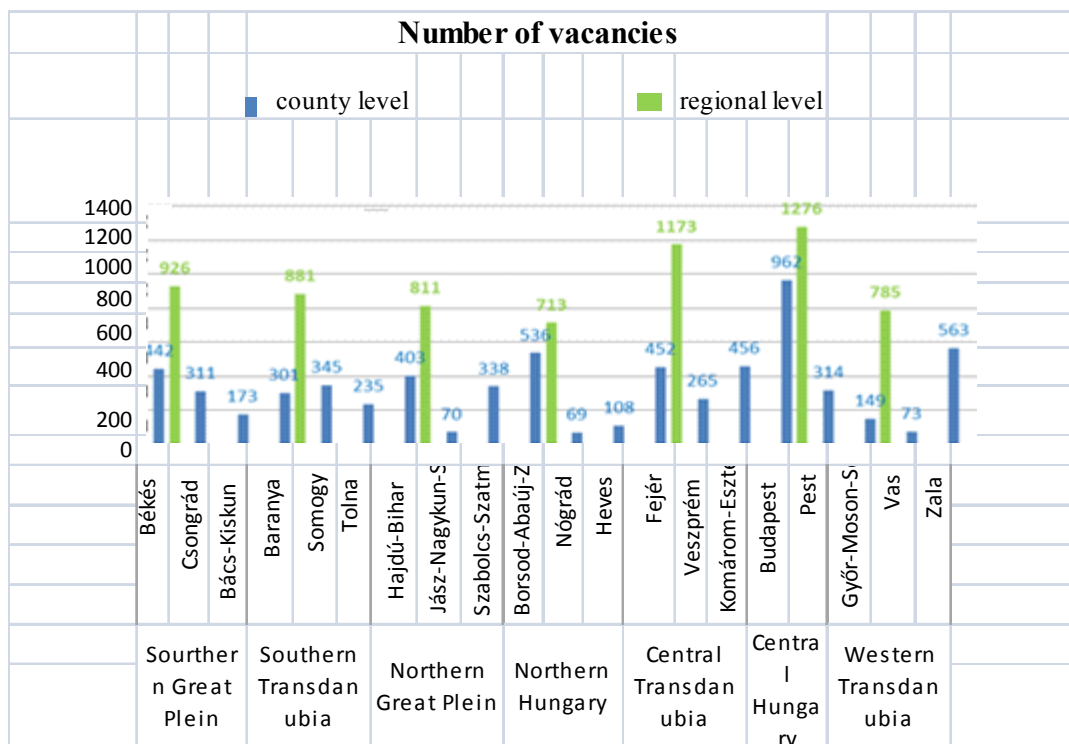


Source: SAS

While the information on job offers refers to different positions, data about jobs refer to specific vacant jobs, i.e. the number of employees employers intend to hire through service providing organisations.

² For the purpose of this analysis, the number of vacancies is not the same as the number of vacant jobs. One particular vacancy may also refer to several vacant jobs.

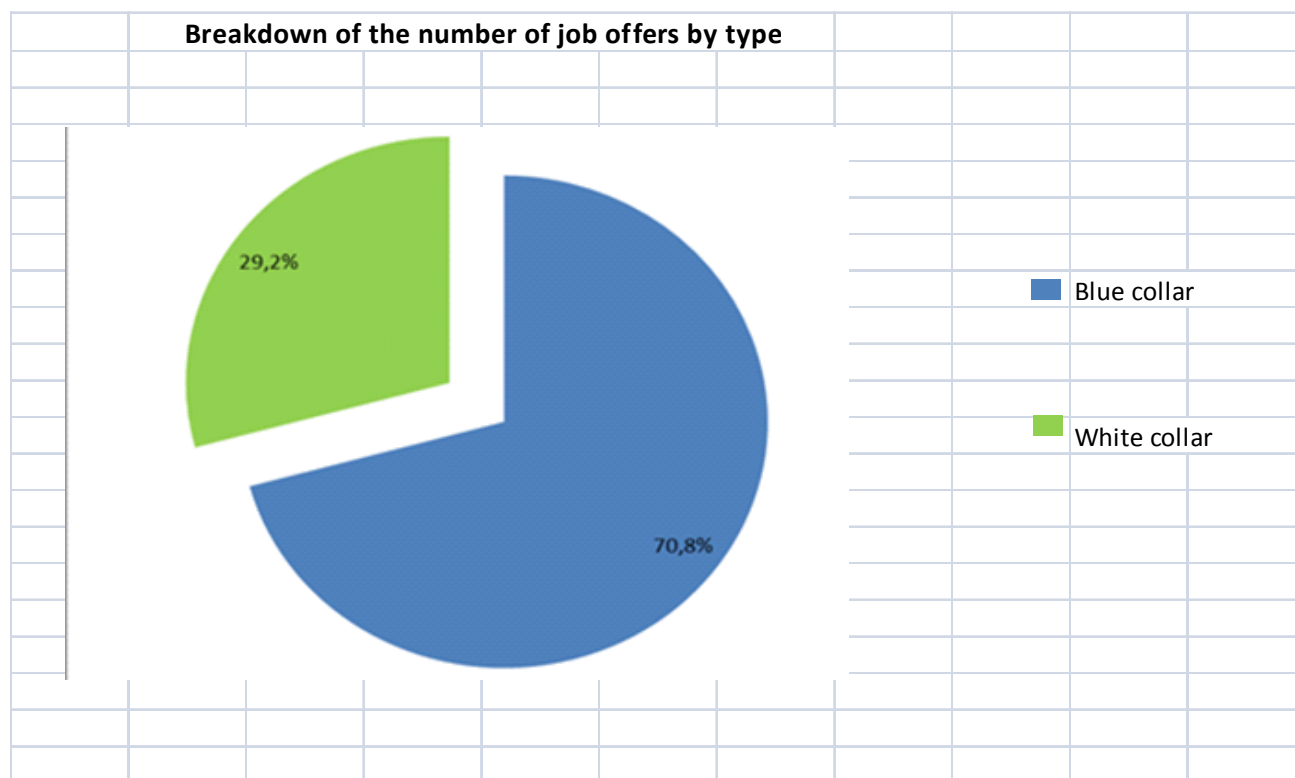
Data about the number of vacancies



Source: SAS

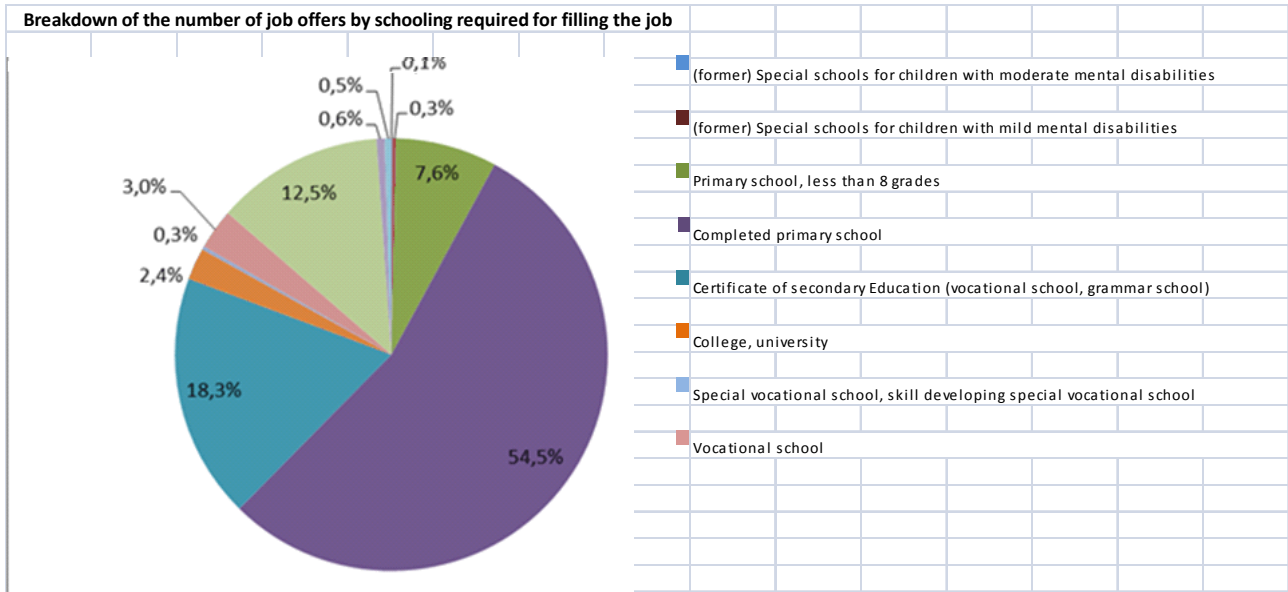
When data are entered in SAS, organisations record job related data. The data that must be recorded and can be selected from a list include the nature of the job offer, the qualifications required by the job, the type of employment and the weekly number of working hours. These data can also be extracted at national level.

Breakdown of job offers by type



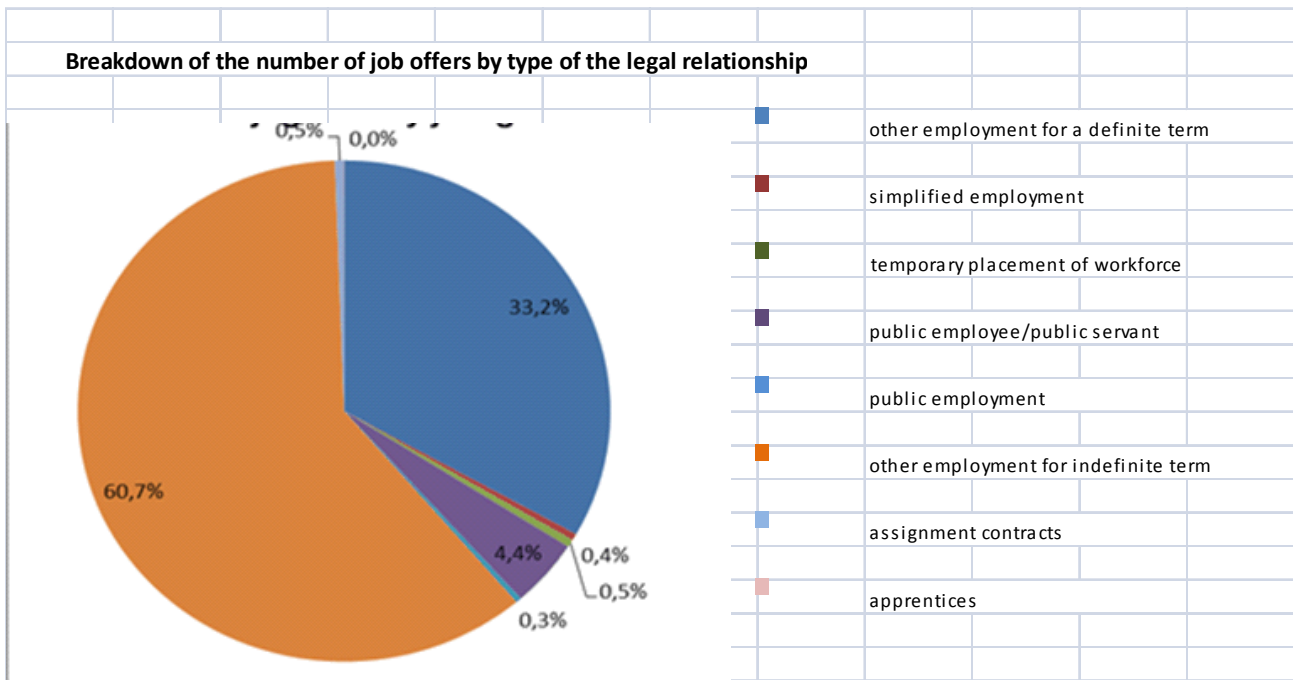
Source: SAS

In terms of the qualifications required for filling a job, primary school education is sufficient in 54.5% of the cases, 18.3% requires a certificate of secondary education while 12.6% requires vocational qualification.



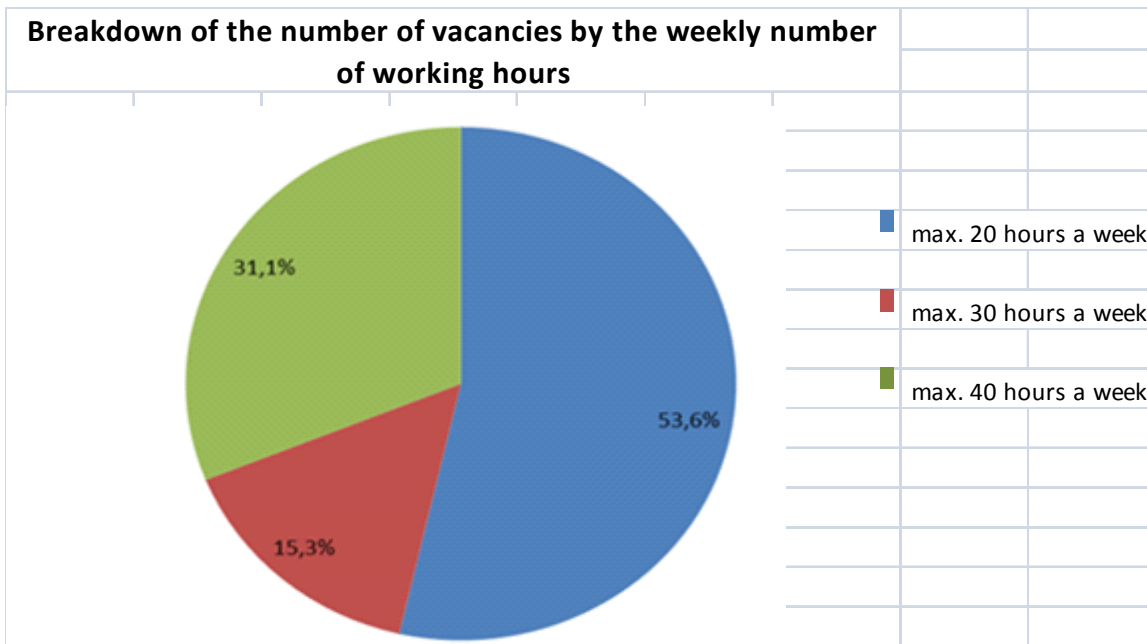
Source: SAS

Data indicating the nature of the employment relationship recommended for the job



Source: SAS

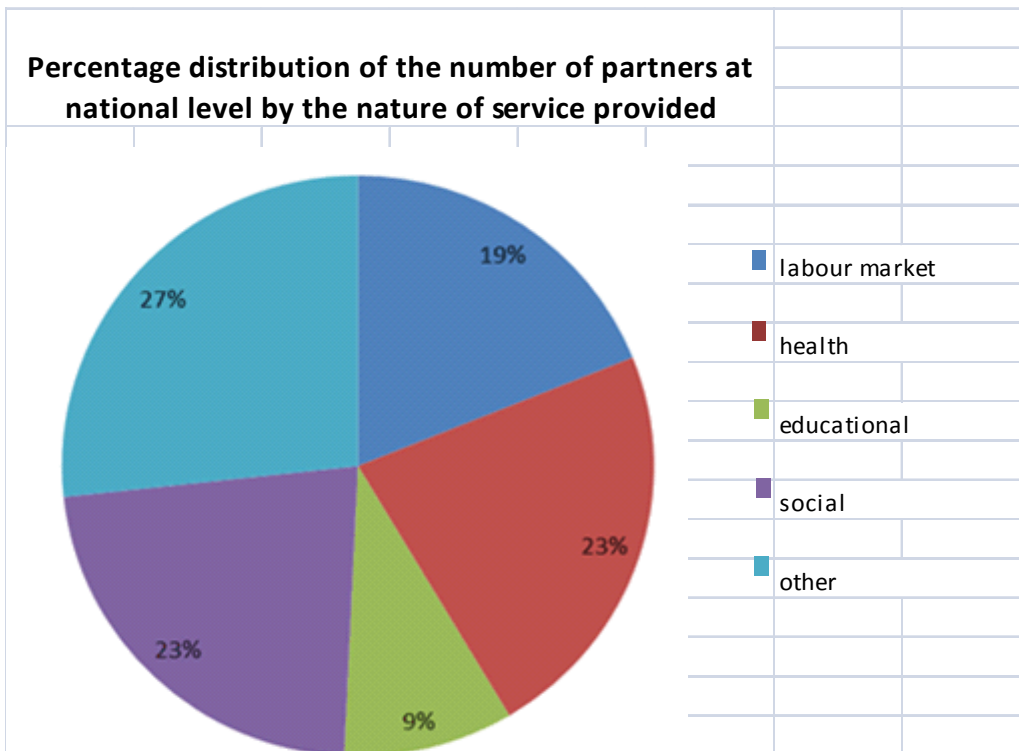
In terms of the weekly number of working hours, part-time employment dominates, as it was selected in 68.9% of the cases. Full time employment relates to 31.1% of the recorded vacancies.



Source: SAS

- **Information about partners**

During the period covered by the report, the data of altogether 603 partner organisations were recorded in the SAS system by the employees of the service providing organisations.

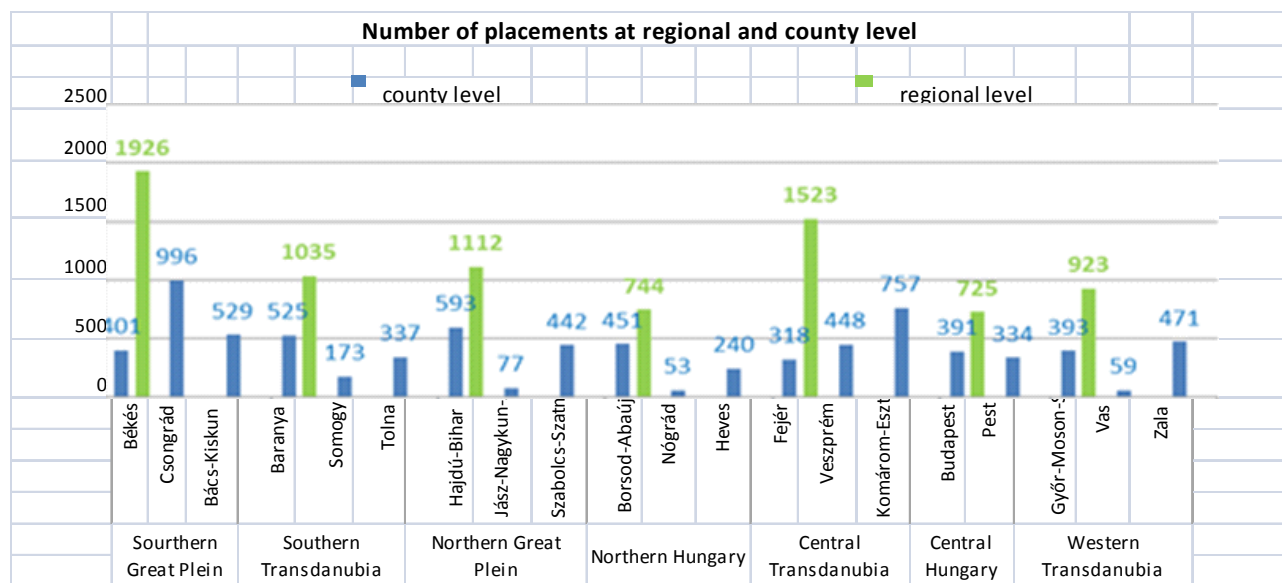


Source: SAS

- **Processes, results**

Depending on the situation, the efficiency of the process of labour market services organisations apply cannot only be judged only in terms whether or not they live up to quantified indicators, which may or may not be defined in advance. The review of the number of placements and jobs concluding the preparation of customers and employers is also important.

In the assessment, placement was understood to mean “placement” recorded in the event logs of jobseekers during the reviewed period with the outcome of “success” or “failure”. The number of placements at regional and county level is illustrated in the following diagram.



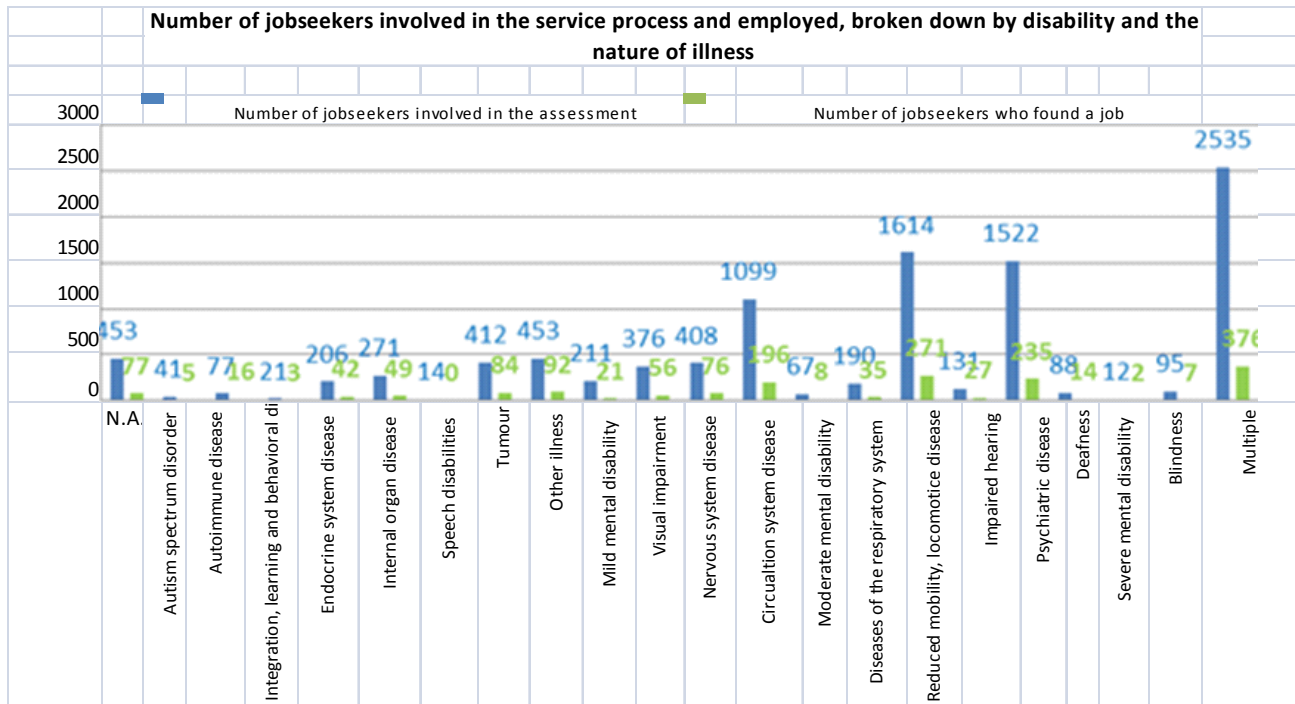
Source: SAS

Apart from the number of placements, the trends of jobs found and the duration for which they are held are also important indicators. For the purposes of this analysis, the job found figure also includes cases when jobseekers find an appropriate job themselves and inform the service providing organisation that they are being employed.

In terms of durability of employment, there are 3 categories:

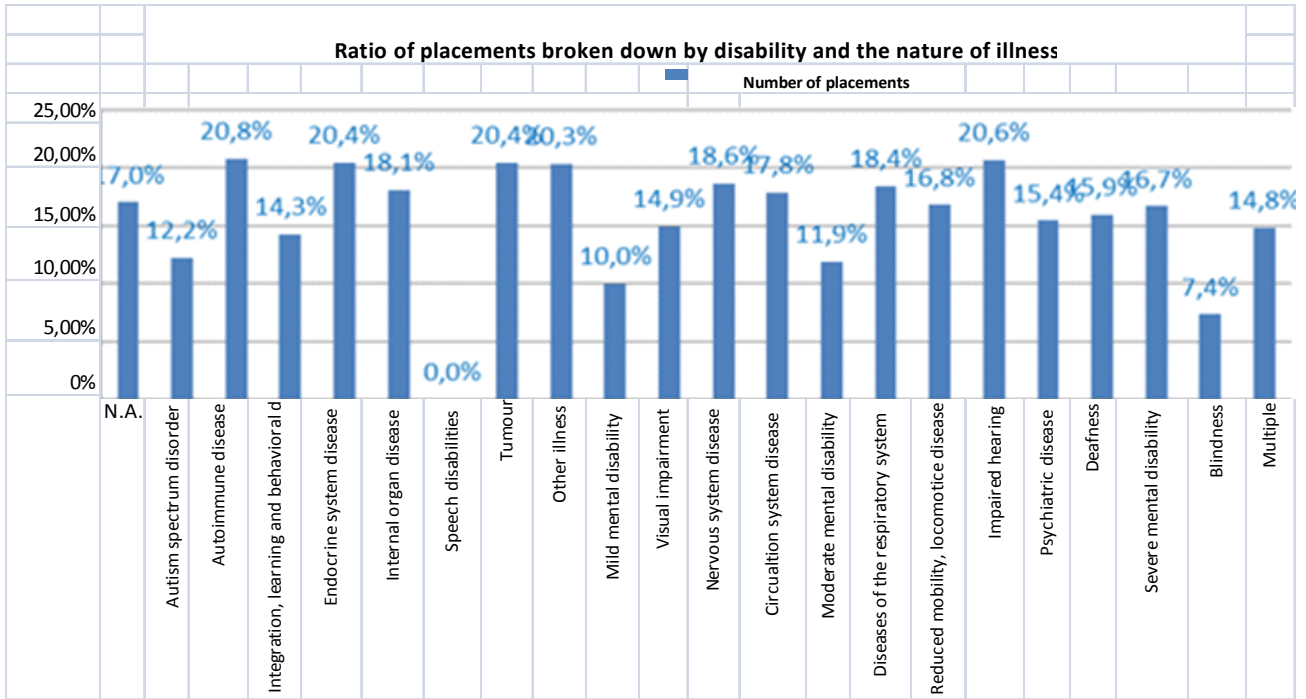
- the “employed” category includes any short-term employment;
- the “successfully employed” category includes jobseekers who are still employed after the 4th month;
- a “permanently employed” person is anyone who reports employment or any other legal relationship involving work to the monitoring system after the 18th month. (As the reviewed period does not yet cover 18 months, there are no data in the last category yet.)

In the period covered by the report, a total of 1,666 jobseekers found a job in the country. 71% of the jobseekers who found a job, i.e. 1,199 people are classified as having started to work, i.e. the duration of their legal relationship involving employment has not yet reached the 4th month. The remaining 467 people are successfully employed, i.e. they have been in employment for more than 4 months.

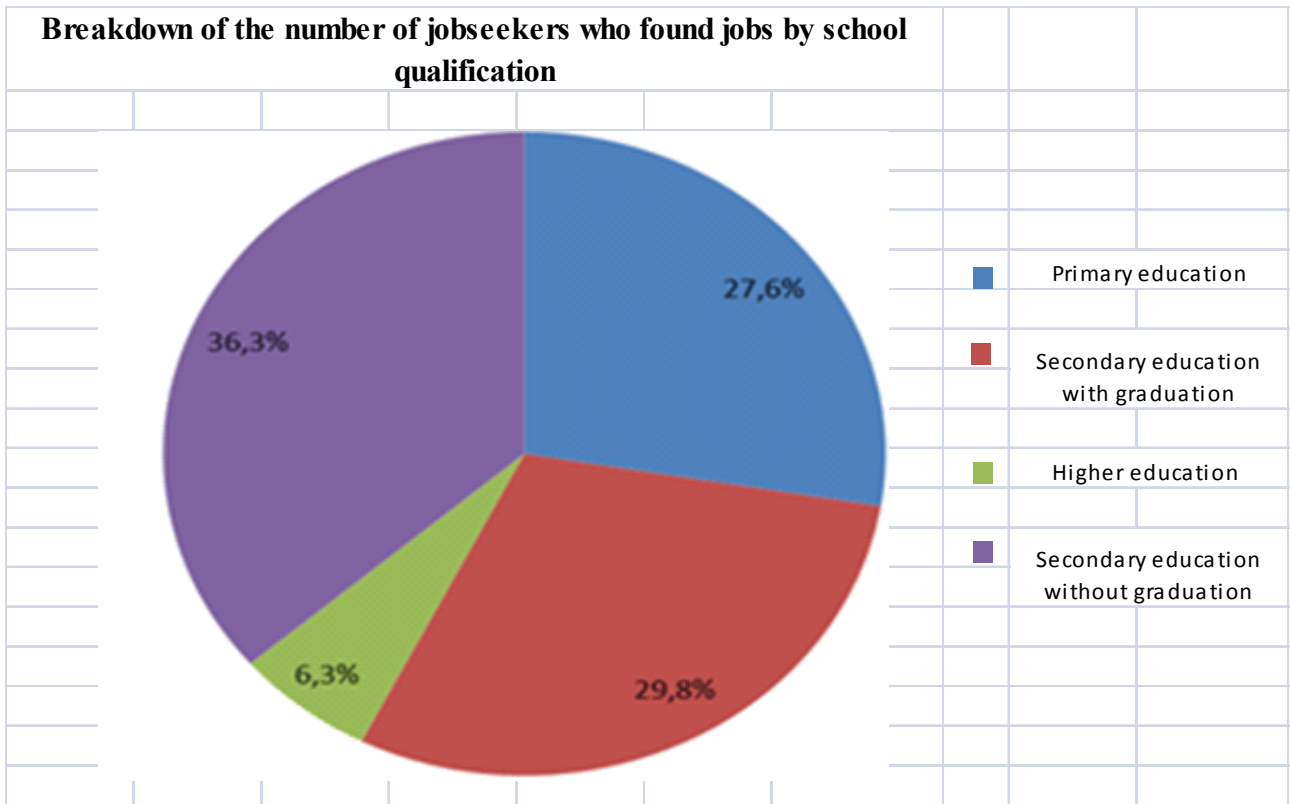


Source: SAS

On the basis of these figures, the ratio of jobs according to certain “disability and illness categories” should also be reviewed.

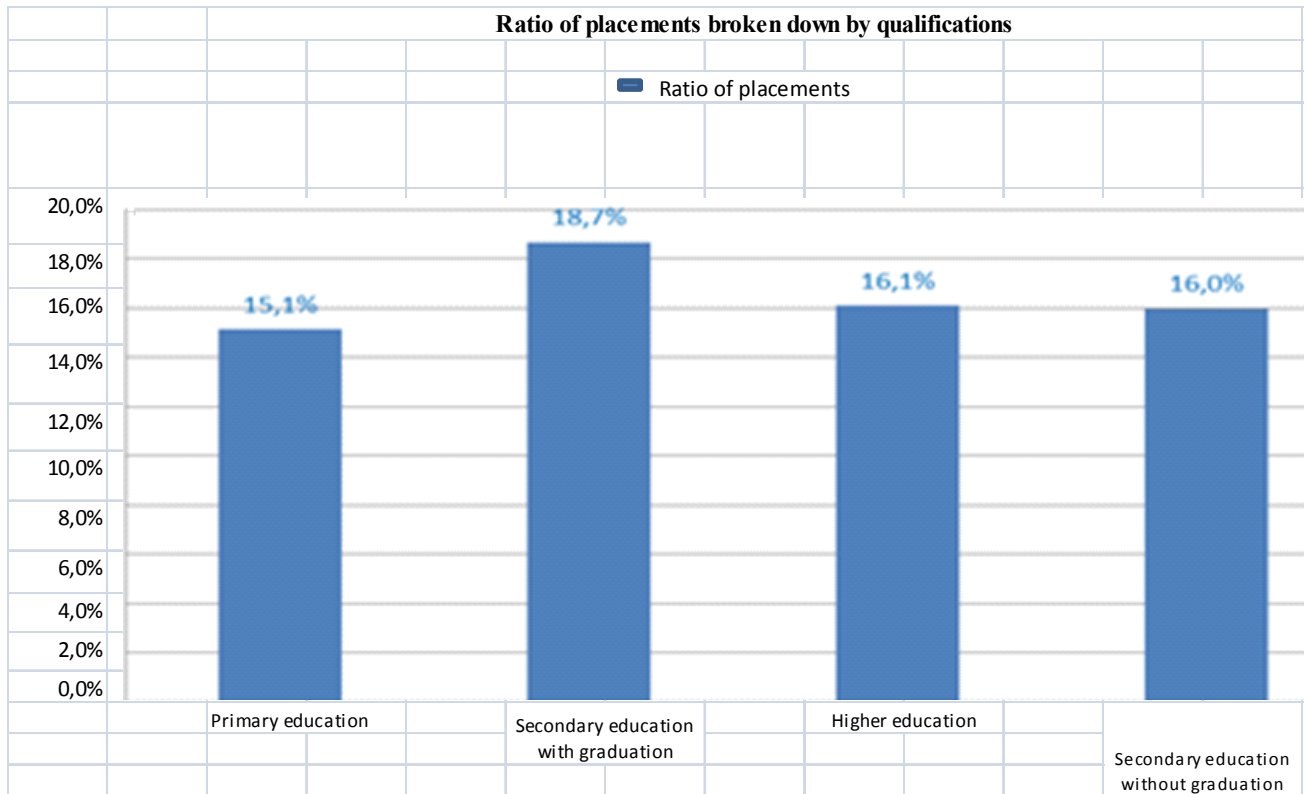


Source: SAS

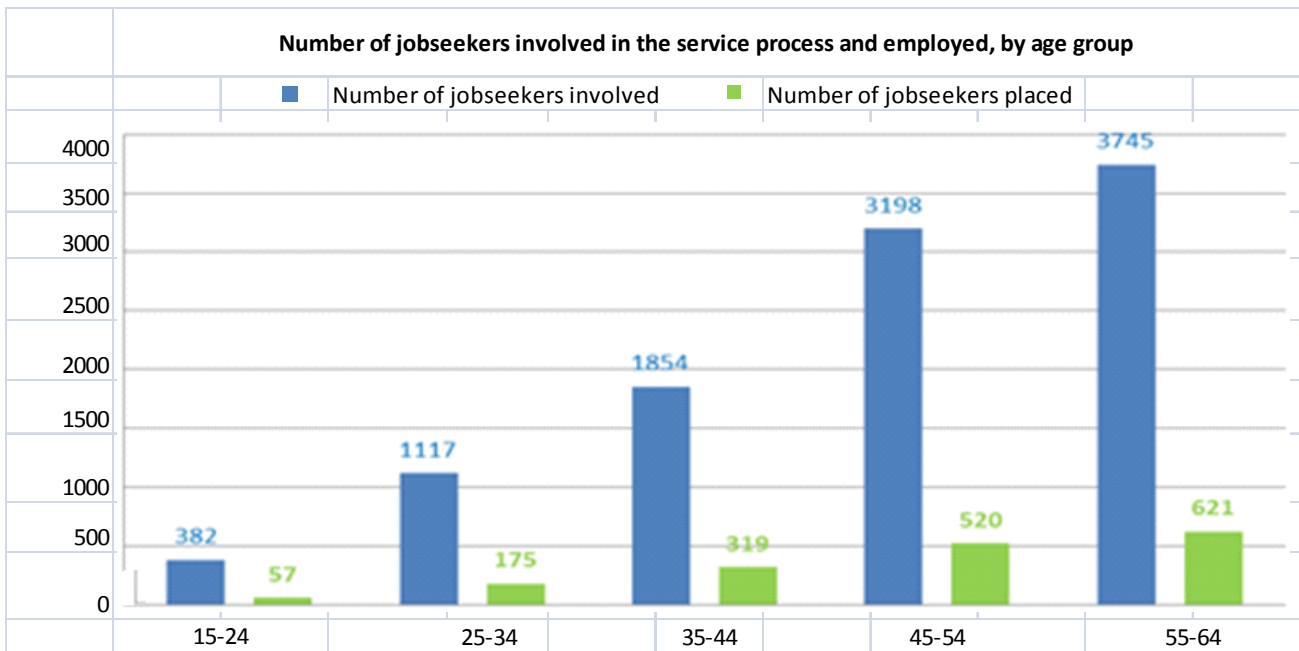


Source: SAS

The proportion of individuals with various school qualifications is similar among those involved in the service process and among jobseekers who found jobs, i.e. the ratio of jobs found is similar each category. The following diagram supports this statement.



Source: SAS



Source: SAS

2. SROP 1.1.1.

The purpose of the program is to promote the rehabilitation and employment of persons with changed working capacity. The tools applied in the major program include the creating the conditions of employment in open labour market jobs, supporting the return to a former job or entering new employment, complex labour market programmes and services and support to occupational rehabilitation. In order to facilitate rehabilitation for employment, support was provided for the wage costs arising in the interest of gaining work experience, training, travel expenses, establishment of self-employment, the use of labour market services and prophyllactic devices.

By the end of 2014, a total of 11,424 people were involved in the major project (target group: persons with changed working capacity); the number of people who successfully completed the project should be at least 60% of those who joined it. The number of people who successfully complete supported training should be at least 20% of those who joined the project. The members of the target group are provided human services in order to successfully implement the individual rehabilitation process (elaboration of a personal rehabilitation plan and support to its implementation). In the project implementation period, at least 25% of the individuals who joined the project should be employed for at least 3 months.

At the end of 2014 in total HUF 11.7 billion was available for the priority project. The project continued in 2015.

3. Alternative Labour Market Services (ALMS) Program

The program consists of the following 4 components: 4 M Network; Complex labour market service programme; Vocational rehabilitation programme for the visually impaired; sheltered occupational service programme. A service programme was financed in order to promote the employment of people with changed working capacity, which offers services according to four different methods. The methods were developed on the basis of health impairment categories. The purpose of the programme is to promote the reintegration of persons with changed working capacity, with

disabilities and/or with permanent health impairments into the labour market with the help of bespoke alternative labour market services.

The service is available across the country through a total of 35 civil organisations who receive support for delivering this service. Between 2010 and 2014 HUF 750 million was made available to fund the service.

Summary of the results 4M network												
Locations/Periods	Actual number of participants (rwc persons)		Total number of placements	Total number of placements			Total number involved in training	Total number involved in training			Total results (total placement + total training)	Total eligible results (primary placement + NQR training)
	Number of placements (rwc persons)	Primary placement		Target organisation / special or sheltered	Occasional employment book-based employment	Involvement in NQR training		Involvement in non-NQR training	Total results (total placement + total training)			
SOUTH-WEST REGION												
TESZ Nagykanizsa												
01.08.2010.-31.01.2012.	78	73	49	48	1	0	0	0	0	49	48	
01.02.2012.-31.03.2013.	76	91	50	46	4	0	0	0	0	50	46	
01.04.2013.-20.03.2014.	72	101	48	45	2	1	0	0	0	48	45	
01.04.2014.-31.03.2015.	89	139	62	53	9	0	0	0	0	62	53	
Location of Zalaszentgrót and Keszthely total												
01.08.2010.-31.01.2012.	114	77	47	40	7	0	0	0	0	47	40	
01.02.2012.-31.03.2013.	105	58	30	29	0	1	0	0	0	30	29	
01.04.2013.-20.03.2014.	125	95	53	50	2	1	2	0	2	55	50	
01.04.2014.-31.03.2015.	104	109	84	71	9	4	3	1	2	87	72	
"Gondoskodás" Foundation, Zalalövő, Zalaegerszeg, Lenti												
01.08.2010.-31.01.2012.	159	111	79	54	25	0	0	0	0	79	54	
01.02.2012.-31.03.2013.	118	142	54	35	19	0	2	2	0	56	37	
01.04.2013.-20.03.2014.	137	175	97	42	52	3	0	0	0	97	42	
01.04.2014.-31.03.2015.	193	303	139	98	41	0	2	1	1	141	99	
Fonavita Nonprofit Kft. Pécs												
01.08.2010.-31.01.2012.	171	91	47	46	0	1	18	18	0	65	64	
01.02.2012.-31.03.2013.	138	202	49	28	21	0	0	0	0	49	28	
01.03.2014.-31.03.2014.	81	123	32	24	8	0	1	1	0	33	25	
01.04.2014.-31.03.2015.	162	154	44	29	14	1	3	0	3	47	29	
Alternatíva Komplex Szolgáltató Egyesület Kaposvár, Szekszárd												
01.08.2010.-31.01.2012.	135	87	65	64	1	0	0	0	0	65	64	
01.02.2012.-31.03.2013.	79	112	32	32	0	0	0	0	0	32	32	
01.04.2013.-20.03.2014.	270	209	71	50	20	1	2	2	0	73	52	

01.04.2014.-31.03.2015.	194	26 5	84	65	16	3	5	4	1	89	69
NORTH-WESTERN REGION											
Hungarian Charity Service of the Order of Malta Association, Győr											
01.08.2010.-31.01.2012.	236	20 5	85	81	4	0	0	0	0	85	81
01.02.2012.-31.03.2013.	141	41 7	86	82	4	0	0	0	0	86	82
01.04.2013.-20.03.2014.	158	44 6	54	43	11	0	0	0	0	54	43
01.04.2014.-31.03.2015.	128	38 0	65	48	14	3	0	0	0	65	48
Napra Forgó Nonprofit Kft. Érd											
01.08.2010.-31.01.2012.	160	13 7	57	43	6	8	0	0	0	57	43
01.02.2012.-31.03.2013.	208	24 6	71	45	11	15	9	9	0	80	54
01.04.2013.-20.03.2014.	273	37 1	81	66	12	3	1	1	0	82	67
01.04.2014.-31.03.2015.	171	26 4	43	40	3	0	0	0	0	43	40
Alba Caritas Hungarica Foundation Székesfehérvár											
01.08.2010.-31.01.2012.	150	20 5	87	87	0	0	8	6	2	95	93
01.02.2012.-31.03.2013.	96	35 3	69	68	1	0	12	12	0	81	80
01.04.2013.-20.03.2014.	108	44 4	85	79	6	0	1	1	0	86	80
01.04.2014.-31.03.2015.	92	23 2	59	53	6	0	2	1	1	61	54
Életet Segítő Alapítvány (Life Assistance Foundation), Veszprém											
01.08.2010.-31.01.2012.	132	16 9	85	85	0	0	1	1	0	86	86
01.02.2012.-31.03.2013.	94	96 96	46	46	0	0	0	0	0	46	46
01.04.2013.-20.03.2014.	88	10 0	59	48	11	0	0	0	0	59	48
01.04.2014.-31.03.2015.	67	90 90	44	43	1	0	1	0	1	45	43
Regionális Szociális Forrásközpont Közhasznú Nonprofit Kft., Szombathely											
01.08.2010.-31.01.2012.	94	87 87	43	31	12	0	0	0	0	43	31
01.02.2012.-31.03.2013.	101	11 5	41	28	12	1	0	0	0	41	28
01.04.2013.-20.03.2014.	86	11 9	38	28	10	0	2	1	1	40	29
01.04.2014.-31.03.2015.	67	95 95	29	22	7	0	1	0	1	30	22
NORTH-EASTERN REGION											
Gondoskodás Public Benefit Associations, Balassagyarmat, Rétság											
01.08.2010.-31.01.2012.	234	30 1	84	81	3	0	3	3	0	87	84
01.02.2012.-31.03.2013.	102	16 5	41	40	0	1	0	0	0	41	40
01.04.2013.-20.03.2014.	98	15 2	48	42	6	0	0	0	0	48	42
01.04.2014.-31.03.2015.	92	93 93	35	35	0	0	0	0	0	35	35

Önálló Másság Életminőség Fejlesztő Alapítvány (Independent Difference, Quality of Life Development Foundation) Miskolc											
01.08.2010.-31.01.2012.	89	84	54	49	5	0	1	1	0	55	50
01.02.2012.-31.03.2013.	59	18 6	38	30	8	0	1	1	0	39	31
01.04.2013.-20.03.2014.	76	21 3	71	28	43	0	1	1	0	72	29
01.04.2014.-31.03.2015.	72	18 4	42	27	15	0	1	1	0	43	28
Pro-Team Nonprofit Kft., Nyíregyháza											
01.08.2010.-31.01.2012.	156	91	58	38	19	1	1	1	0	59	39
01.02.2012.-31.03.2013.	84	13 8	52	30	22	0	4	4	0	56	34
01.04.2013.-20.03.2014.	73	10 1	36	21	15	0	1	1	0	37	22
01.04.2014.-31.03.2015.	59	53	24	16	8	0	3	3	0	27	19
Jász-Nagykun-Szolnok County "Chance" Social Public Foundation, Szolnok											
01.08.2010.-31.01.2012.	74	55	22	20	2	0	0	0	0	22	20
01.02.2012.-31.03.2013.	67	66	20	17	3	0	0	0	0	20	17
01.04.2013.-20.03.2014.	78	71	27	18	9	0	0	0	0	27	18
01.04.2014.-31.03.2015.	50	47	21	17	4	0	0	0	0	21	17
Béthel Foundation, Békéscsaba											
01.02.2012.-31.03.2013.	214	14 4	64	30	33	1	2	2	0	66	32
01.04.2013.-20.03.2014.	212	21 6	81	25	55	1	4	4	0	85	29
01.04.2014.-31.03.2015.	106	15 1	41	21	20	0	35	18	17	76	39
"Motiváció" Foundation Assisting People with Locomotive Disabilities Foundation											
01.08.2010.-31.01.2012.	441	0	100	75	25	0	0	0	0	100	75
01.02.2012.-31.03.2013.	369	0	78	63	15	0	0	0	0	78	63
01.04.2013.-20.03.2014.	235	8	61	45	16	0	0	0	0	61	45

01.04.2014.-31.03.2015.	166	1	92	63	29	0	0	0	0	92	63
Soteria Foundation											
01.08.2010.-31.01.2012.	97	0	48	43	5	0	0	0	0	48	43
01.02.2012.-31.03.2013.	80	0	38	31	7	0	0	0	0	38	31
01.04.2013.-20.03.2014.	81	1	40	37	3	0	0	1	0	40	38
01.04.2014.-31.03.2015.	96	0	38	30	8	0	0	0	0	38	30
Szigony (Harpoon) Foundation											
01.08.2010.-31.01.2012.	166	6	68	42	26	0	3	2	1	71	44
01.02.2012.-31.03.2013.	111	0	56	21	33	2	0	0	0	56	21
01.04.2013.-20.03.2014.	127	0	59	41	18	0	0	0	0	59	41
01.04.2014.-31.03.2015.	111	0	62	44	18	0	0	0	0	62	44
SZITI Association											
01.08.2010.-31.01.2012.	87	1	40	30	10	0	1	1	0	41	31
01.02.2012.-31.03.2013.	82	1	41	26	15	0	1	1	0	42	27
01.04.2013.-20.03.2014.	90	0	34	25	9	0	0	0	0	34	25
01.04.2014.-31.03.2015.	72	0	32	28	4	0	0	0	0	32	28
Alliance for Citizens Foundation, Non-Profit Organisation											
01.08.2010.-31.01.2012.	310	0	92	82	6	4	1	1	0	93	83
01.02.2012.-31.03.2013.	101	0	60	49	2	9	0	0	0	60	49
01.04.2013.-20.03.2014.	83	0	54	46	8	0	0	0	0	54	46
01.04.2014.-31.03.2015.	85	9	51	50	0	1	9	0	9	60	50
	110										
Grand total 01.08.2010.-31.01.2012.	1	7	348	272	72	4	5	4	1	353	276
Grand total 01.02.2012.-31.03.2013.	743	1	273	190	72	11	1	1	0	274	191
Grand total 01.04.2013.-31.03.2014.	616	9	248	194	54	0	0	1	0	248	195

Results - Occupational rehabilitation of the visually impaired project												
Locations/Periods	Actual number of participants	Number of placements	Total number of placements	Total number of placements			Total number involved in training	Total number involved in training		Total results (total placement + total training)	Total eligible results (primary placement + NQR training)	
				Primary placement	Target organisation / special or sheltered	Occasional employment book-based employment		Involvement in NQR training	Involvement in non-NQR training			
“Szempont” (Aspect) Foundation, Budapest												
01.08.2010.-31.01.2012.	86	70	35	30	5	0	1	1	0	36	31	
01.02.2012.-31.03.2013.	36	98	17	16	1	0	3	1	2	20	17	
2013.04.01-2013.11.30.	34	42	12	10	2	0	1	1	0	13	11	

Total	156	210	64	56	8	0	5	3	2	69	59
“On the other side of light...” - Regional Public Benefit Association of the Visually Impaired, Székesfehérvár											
01.08.2010.-31.01.2012.	63	188	21	21	0	0	1	1	0	22	22
01.02.2012.-31.03.2013.	45	224	13	13	0	0	1	0	1	14	13
01.04.2013.-20.03.2014.	43	36	8	8	0	0	2	2	0	10	10
01.04.2014.-31.03.2015.	27	37	9	8	1	0	0	0	0	9	8
Total	178	485	51	50	1	0	4	3	1	55	53
National Association of Deaf and Blind, Budapest											
01.08.2010.-31.01.2012.	23	44	3	3	0	0	4	4	0	7	7
01.02.2012.-31.03.2013.	14	14	8	6	1	1	0	0	0	8	6
01.04.2013.-20.03.2014.	17	9	8	5	3	0	0	0	0	8	5
01.04.2014.-31.03.2015.	24	48	10	7	2	1	0	0	0	10	7
Total	78	115	29	21	6	2	4	4	0	33	25
Fehér Bot (White Stick) Foundation, Hajdúdorog											
01.08.2010.-31.01.2012.	73	40	19	17	2	0	3	2	1	22	19
01.02.2012.-31.03.2013.	56	28	16	12	4	0	15	15	0	31	27
01.04.2013.-20.03.2014.	43	35	16	7	9	0	3	3	0	19	10
01.04.2014.-31.03.2015.	31	34	13	9	4	0	1	1	0	14	10
Total	203	137	64	45	19	0	22	21	1	86	66
Ki-Látás (Outlook) Foundation, Kaposvár											
01.08.2010.-31.01.2012.	41	35	13	11	2	0	2	1	1	15	12
01.02.2012.-31.03.2013.	37	19	12	7	5	0	1	1	0	13	8
01.04.2013.-20.03.2014.	54	60	24	11	13	0	4	3	1	28	14
Total	132	114	49	29	20	0	7	5	2	56	34
ALTERNATÍVA Complex Service Providing Association, Kaposvár											
01.04.2014.-31.03.2015.	52	60	23	13	10	0	1	0	1	24	13
Total	52	60	23	13	10	0	1	0	1	24	13
Northern Hungary Regional Elementary and Rehabilitation Centre Foundation for the Visually Impaired, Miskolc											
01.08.2010.-31.01.2012.	47	17	12	10	1	1	1	1	0	13	11
01.02.2012.-31.03.2013.	31	11	7	5	2	0	2	2	0	9	7
01.04.2013.-20.03.2014.	18	16	6	5	1	0	0	0	0	6	5
01.04.2014.-31.03.2015.	23	52	5	5	0	0	1	1	0	6	6
Total	119	96	30	25	4	1	4	4	0	34	29
Kreatív Formák (Creative Forms) Foundation, Szeged											
01.02.2012.-31.03.2013.	16	31	3	1	2	0	3	3	0	6	4
01.04.2013.-20.03.2014.	14	31	2	1	1	0	3	3	0	5	4
01.04.2014.-31.03.2015.	17	60	5	5	0	0	1	1	0	6	6
Total	47	122	10	7	3	0	7	7	0	17	14
Total	913	1279	297	233	61	3	53	47	6	350	280

RESULTS SHELTERED EMPLOYMENT SERVICE PROJECT											
Locations/Periods	Actual number of participants (new individual service contract)	Number of placements (occasion)	Total number of placements	Total number of placements			Total number involved in training	Total number involved in training		Total results (total placement + total training)	Total eligible results (primary placement + NQR training)
				Primary placement	Employer with a rehabilitation accreditation certificate + Sheltered workshop	Occasional employment book based/Simplified employment		involvement in NQR training/Higher education/Training for obtaining Certificate of secondary education	Involvement in non-NQR training		
Equal Opportunities Foundation (Székesfehérvár)											
01.08.2010.-31.01.2012.	67	14	14	12	2	0	5	5	0	19	17
2012-02.01-2013.03.31.	54	24	18	18	0	0	0	0	0	18	18
01.04.2013.-20.03.2014.	45	32	13	13	0	0	3	1	2	16	14
01.04.2014.-31.03.2015.	45	29	15	11	4	0	3	3	0	18	14
Total	211	99	60	54	6	0	11	9	2	71	63
Életet Segítő Alapítvány (Life Assistance Foundation), Veszprém											
01.08.2010.-31.01.2012.	105	55	29	29	0	0	0	0	0	29	29
01.02.2012-31.03.2013.	87	62	22	22	0	0	1	1	0	23	23
01.04.2013.-20.03.2014.	84	87	32	22	10	0	0	0	0	32	22
01.04.2014.-31.03.2015.	69	81	40	39	1	0	0	0	0	40	39
Total	345	285	123	112	11	0	1	1	0	124	113
Hungarian Down Foundation for the Development of People with Mental Disabilities (Budapest)											
01.08.2010.-31.01.2012.	53	34	18	16	2	0	1	1	0	19	17
2012-02.01-2013.03.31.	53	30	19	16	3	0	0	0	0	19	16
01.04.2013.-20.03.2014.	53	31	16	16	0	0	0	0	0	16	16
01.04.2014.-31.03.2015.	81	26	20	16	4	0	0	0	0	20	16
Total	240	121	73	64	9	0	1	1	0	74	65
The project was transferred to Special Pécs Foundation (Pécs) on 1 February 2012; the Fogd a Kezem (Take My Hand) Foundation (Pécs) has been operating the programme since 2003											
01.08.2010.-31.01.2012.	104	54	24	20	4	0	2	2	0	26	22
01.02.2012-31.03.2013.	66	157	28	21	7	0	0	0	0	28	21
01.04.2013.-20.03.2014.	94	25	48	25	21	2	9	9	0	57	34
01.04.2014.-31.03.2015.	66	101	36	24	12	0	0	0	0	36	24
Total	330	337	136	90	44	2	11	11	0	147	101
Kék Madár (Blue Bird) Foundation (Szekszárd)											
01.08.2010.-31.01.2012.	62	72	27	23	4	0	0	0	0	27	23
2012-02.01-2013.03.31.	72	87	31	29	2	0	7	7	0	38	36
01.04.2013.-20.03.2014.	85	62	29	22	5	2	0	0	0	29	22
01.04.2014.-31.03.2015.	77	59	31	26	3	2	0	0	0	31	26
Total	296	280	118	100	14	4	7	7	0	125	107
Salva Vita Foundation (Budapest)											
01.08.2010.-31.01.2012.	52	34	19	18	1	0	43	0	43	62	18
2012-02.01-2013.03.31.	54	22	20	20	0	0	8	0	8	28	20
01.04.2013.-20.03.2014.	51	22	16	16	0	0	18	0	18	34	16
01.04.2014.-31.03.2015.	55	31	20	20	0	0	0	0	0	20	20
Total	212	109	75	74	1	0	69	0	69	144	74
Saint Cyril and Method Foundation (Győr)											
01.08.2010.-31.01.2012.	66	57	36	36	0	0	0	0	0	36	36

2012-02.01-2013.03.31.	59	57	25	24	0	1	0	0	0	25	24
01.04.2013.-20.03.2014.	45	42	19	16	2	1	3	0	3	22	16
01.04.2014.-31.03.2015.	48	90	38	32	3	3	0	0	0	38	32
Total	218	246	118	108	5	5	3	0	3	121	108
“Szimbíózis” for Harmonic Co-Existence Foundation (Miskolc)											
01.08.2010.-31.01.2012.	130	86	32	26	6	0	0	0	0	32	26
2012-02.01-2013.03.31.	89	74	22	19	3	0	2	0	2	24	19
01.04.2013.-20.03.2014.	65	47	33	21	11	1	1	1	0	34	22
01.04.2014.-31.03.2015.	123	106	42	24	17	1	0	0	0	42	24
Total	407	313	129	90	37	2	3	1	2	132	91
Grand total											
01.08.2010.-31.01.2012.	639	406	199	180	19	0	51	8	43	250	188
Grand total											
01.02.2012.-31.03.2013.	534	513	185	169	15	1	18	8	10	203	177
Grand total											
01.04.2013.-31.03.2014.	522	348	206	151	49	6	34	11	23	240	162
Grand total											
01.04.2014.-31.03.2015.	564	523	242	192	44	6	3	3	0	245	195
GRAND TOTAL	2259	1790	832	692	127	13	106	30	76	938	722

B. Other projects assisting workers with changed working capacity

- **Disabled-friendly workplace**

Winning companies are awarded the annual Disabled-friendly Employer title in a ceremony, attended by the Ministry of Human Capacities as one of the major supporters. The introduction of the title was initiated by Salva Vita Foundation.

- **Assisting Purchases**

The primary purpose of using the Assisting Purchases logo is to boost the demand for good-quality products produced by persons with changed working capacity/disabilities. The Assisting Purchases logo certifies that the labelled product is produced by an employer, where persons with changed working capacity/disabilities make up at least in 50% of the total headcount. Manufacturers use this logo indicate to customers that if their purchases of labelled products support the employment of such people. At present, 53 employers may use the Assisting Purchases trademark.

- **The “World Is Better With Us” programme, sensitisation training**

Within the framework of the “World Is Better with Us” programme, 40 local governments agreed to increase the employment of people with changed working capacity and to organise sensitisation training for employees in 2014. This good practice can also boost the employment of persons with changed working capacity in the public sector as well. On 3 December 2014, the results assessed at the gala held in the National Theatre on the World Day of People with Disabilities showed that 25 local governments had employed a total of 120 persons with changed working capacity and organised 34 sensitivity building training courses for their employees.

- **Test Work**

Employers may enter into an agreement with another employer, with the consent of the first instance rehabilitation authority, for the employment on the open labour market of employees with changed working capacity under a contract other than their transitional employment contract in order to gain work experience and practice. Test Work may be organised on several occasions during the period of the individual support, but the consolidated period may not exceed 4 months.

During test work, employees may be employed only in a job defined in the employee’s rehabilitation plan prepared for the rehabilitation authority and, in the case of employees with changed working capacity, in a job specified in the personal rehabilitation plan of the employee as a job to be held.

1) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information on the number of people living with disabilities employed on the open labour market and at protected workplaces, as well as on the number of people subject to employment promotion measures and the number of job-seekers.**

See the detailed information given under point 2).

- **The ECSR repeatedly requests information on the practical realisation of the**

reasonable adaptation obligation and whether or not this has contributed to increasing the employment of persons living with disabilities on the open labour market.

In the 51 projects supported in the lightened call for proposals in SROP-1.1.1-11/1 and 11/2, entitled “adaptation of workplaces of persons of reduced capacity to work”, the “number of adapted workplaces” was a compulsory indicator. The projects had been implemented by 31 December 2014 from subsidies of HUF 904.29 million.

According to the latest data, the target indicator value was the following:

Levels	4. Indicator	5. Measurement unit	9. Aggregate cumulated budgeted values + reference value	10. Aggregate cumulated actual value	11. Aggregate cumulated actual value + reference value
SROP-1.1.1-11/1 Adaptation of persons of reduced capacity to work in convergence regions	Number of persons employed on the last day of the 12th month after the completion of the project	Person	136	98	98
	Number of persons employed at adapted workplaces (new jobs), and headcount increase after the creation of adapted workplaces	Person	134	113	113
	Number of adapted workplaces	number	130	118	118
SROP-1.1.1-11/2 Adaptation of workplaces of persons of reduced capacity to work in the Central Hungary Region	Number of persons employed at adapted workplaces (new jobs), and headcount increase after the creation of adapted workplaces	Person	29	22	22
	Number of adapted workplaces	number	29	18	18
	Number of persons employed on the last day of the 12th month after the completion of the project	Person	29	7	7

Source: Ministry of Human Capacities

Total number of adapted workplaces: 136.

The above are targeted activities but the accessibility of development activities is a requirement in all developments.

Section 3 of Government Decree No. 327/2012 (XI. 16.) on the accreditation of employers of persons with changed working capacity and the fiscal support available for the employment of persons with changed working capacity provides, amongst others, as follows:

“A rehabilitation accreditation certificate may be issued to a seat, branch or premises (hereinafter collectively: site) of a company used as a venue for rehabilitation oriented employment if

- c) the personal, physical and organisational conditions of safe and healthy work exist;*
- d) the environment and architectural solutions of the work location allow for accessibility by current and prospective employees; and*
- e) the work tools, equipment, technology, and physical environment are adjusted to allow for the employment of people of reduced capacity to work, in line with their physical condition and disability.”*

Section 17 specifies the opportunities for support:

*“(1) The support defined herein may only be granted for
a) the rehabilitative employment of persons with permanent reduction in functional capacity to work (individual support), and
b) the rehabilitative transformation of the workplace (job creation support).
(2) The support defined in this decree may only be provided to an accredited employer. If the headcount at an employer exceeds 25, the support is also conditional on the employment of persons of reduced capacity to work as defined in Section 22 of the Persons with Changed Working Capacity Act above the compulsory employment level stipulated in Section 23 (1) of the same Act.
(3) The not support defined herein may be granted to more than one employer simultaneously for one and the same employee.”*

Currently, 348 accredited employers employ 30,542 persons of reduced capacity to work at 1,029 sites pursuant to the terms presented above.

- **The ECSR repeatedly requests data about the impacts of measures aimed at effective access to employment by persons living with disabilities, and at keeping them employed.**

See the detailed information given under point 2).

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:

3. to promote their full social integration and participation in the life of the community in particular through measures, including technical aids, aiming to overcome barriers to communication and mobility and enabling access to transport, housing, cultural activities and leisure.

1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, REASONS FOR AND EXTENT OF THE REFORMS

A. Disability policy

Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (hereinafter: Equal Treatment Act) specifies the principles laid down in the Fundamental Law, such as the definition of the scope *ratione personae* and *ratione inateriae* of equal treatment, including but not limited to the issue of discrimination based on disability. The Act defines in detail the behaviour that constitutes a violation of the requirement of equal treatment: direct or indirect discrimination, harassment, illegal separation, and retribution. The Equal Treatment Act also defines direct and indirect discrimination.

According to Section 8 g) of the Equal Treatment Act “All dispositions as a result of which a person or group is or would be treated less favourably than another person in a comparable situation because of his/her perceived or actual [...] disability [...] are considered direct discrimination.”

Act XXVI of 1998 on the Rights and Equal Opportunities of Persons with Disabilities (hereinafter: Disability Act) obliges Parliament to work out a National Disability Program (NDP) in order to lay down the foundations for the measures required to ensure equal opportunities for persons with disabilities. Parliamentary Resolution no. 10/2006 (II. 16.) on the new National Disability Program set disability policy objectives for 2007-2013 aimed at improving the quality of life of persons with disabilities. As the seven-year period for the implementation of the objectives defined in the NDP ended on 31 December 2013, a new disability strategy was needed.

The drafting of the main strategic document of the country’s disability policy started in July 2013. The technical aspects were drawn up with the involvement of the competent professional areas, such as the National Disability Council (hereinafter: Council), as well as nation-wide advocacy organisations protecting the interests of the disabled.

In view of the time period covered by the draft document, three action plans can be prepared in a matter of 11 years. The first action plan defines specific tasks that support the attainment of the objectives set in the program for the 2015-2018 period. The legal basis for the action plans is provided in Section 26 (4) of the Disability Act, which states that an action plan prepared by the government stipulates the measures necessary for the realisation of the objectives in the relevant period, the deadlines, the responsible persons, as well as the necessary funding sources. In deviation from the previous practice, these action plans are foreseen to be implemented by far more stringent coordination and monitoring, which should better guarantee the actual realisation of the measures.

Act V of 2013 on the Civil Code, which took effect on 15 March 2014 (hereinafter: new Civil Code),

changed the rules for establishing guardianship; in addition to restricting the legal capacity of adult persons with limited capacity to make decisions, it also introduces the legal institution of supported decision-making.

For the introduction of supported decision-making as a new legal institution, a separate law had to be passed about its detailed rules in order to provide decision-making help to persons of limited judgement without limiting their legal capacity, in view of the principles of necessity and proportionality (Act CLV of 2013 on Limited Decision-Making). The rules of implementation concerning the guardian authority have been incorporated into the provisions of Government Decree No. 149/1997 (IX.10.).

The guardian authority proceeds ex officio in response to a request by a person in need of support, or upon notification by a court. The guardian authority interviews the person in need of support and finds out if there is anyone who maintains a relationship of trust with him and accepts the supporter's role.

A supporter may be assigned if the supported person's comprehension is reduced slightly, as evidenced by an expert's opinion. An expert's opinion is not necessary in case of guardianship procedures launched on the basis of a court ruling because the court procedure has already established the need to appoint a supporter.

Supporters may be present at public administration, civil law and criminal law measures affecting the supported person, and may converse with that person in a manner that does not disturb the procedure. Supporters may be present when the supported person makes a legal representation and may help by providing advice and information, but must not take over the actual decision-making from the supported person. Should a supporter exceed his legal authority, he must compensate the supported person under his liability for non-contractual damage.

The guardian authority assigns a supporter for an indefinite term but reviews the necessity of the assignment once in five years. An extraordinary review shall be performed in the interest of the supported person if the relationship of trust with the supporter deteriorates and any party request a review, and in case of any circumstance or fact (assigning a guardian) that justifies a review.

In order to allow supported decision-making by persons who have no-one in their environment who could be assigned as a supporter, an official supporter may be assigned (similarly to an official guardian). An official supporter is a person who is a public servant at the social and guardianship office of the Budapest or county government office or works based on another legal relationship aimed at work.

B. Supporting persons with severely reduced mobility or other disability to purchase or reconstruct a vehicle

The support is intended to help persons with severely reduced mobility (and, from September 2012, people with mental disabilities and autistic persons as well as people with impaired vision or hearing) purchase a vehicle in order to give them equal opportunities.

The previous, less effective system dating back to 20 years was considerably transformed in July 2011.

The new support system is regulated in Government Decree No. 102/2011 (VI. 29.) on the transport

preferences of persons with severely reduced mobility (hereinafter: Decree).

Changes introduced by the transformation:

- Support amounts were increased: instead of the previous standard of HUF 300,000 in support, HUF 900,000 is now payable against the purchase of a new vehicle; the lower of 60% of the price or a maximum of HUF 600,000 is payable against the purchase of a used vehicle not older than five years, a three- or four-wheel moped, or an engine-propelled wheelchair; and HUF 90,000 instead of the previous amount of HUF 30,000 is payable against the reconstruction of a car. The support for vehicle purchase and reconstruction may be granted simultaneously. The support may be provided once in seven years.
- The previous regime of certifying mental or physical condition (certification by a family doctor) was replaced – 31. March 2012 - by a new and modern condition rating system of the ability to move. Unlike in the previous system, support for the purchase and reconstruction of vehicles may be granted regardless of the applicant's income; the only condition to entitlement is the applicant's continued disability as defined by law and examined by the rehabilitation authority.
- The procedure of applying for and granting the support has been simplified. Applications can be submitted twice a year, by 31 March and 30 September, to the government office competent at the applicant's address. The government office must decide by 15 June about an application submitted by 31 March, and by 15 December about an application submitted by 30 September. Before the transformation of the system, the tasks related to establishing eligibility for the support were divided between two authorities (the notary and the county social and guardianship office). It was the local self-government's notary who decided on eligibility, while the social and guardianship office distributed the support up to the amount budgeted for the purpose.
- The support can be used by concluding a three-year loan agreement. After September 2012, in addition to people with reduced mobility, persons with mental disabilities and autistic persons as well as people of impaired vision or hearing may also apply for the support. In this way, the government has also created the opportunity for people with disabilities other than limited mobility, who cannot use public transportation, to qualify for supported vehicle purchase, which made them eligible for purchasing a new vehicle with public support, which strengthens the social integration of affected persons.

C. Technical support

Pursuant to Section 65/C of Act III of 1993 on Social Administration and Social Services (hereinafter: Social Act), the support service is aimed at ensuring that disabled persons receive provisions in their own living environments, first of all by assisted access to public services outside their homes, and special assistance delivered inside their homes while maintaining independence in managing their lives. The service helps disabled persons access health care and social services that help them meet basic needs, strengthen their social relations, and reintegrate in society. The supportive service also allows socially deprived persons with disabilities to find a job and work.

Changes in the legal regulations governing the support service ensure that services can only be delivered by providers selected on the basis of a standard set of requirements. A process of service integration started in 2009.

D. Mobility and transportation

Several forward-looking strategic documents were compiled in the period under review in order to

promote equal access to community transportation. The following topics were covered:

- drafting a strategy for accessible suburban transportation in Budapest;
- examining the harmony and enforcement of equal opportunity rules in community transportation;
- a manual of accessibility rules to be observed when designing and implementing passenger transport systems and related buildings;
- accessibility management recommendations to public transport service providers.

Advocacy organisations of people with disabilities and transport service providers have both been involved in the work; their remarks and proposals are incorporated in the resulting documents.

Act XLI of 2012 on Passenger Transport Services took effect on 1 July 2012 with Section 51 (4), amended as of 31 December 2012, which provides the following about passenger transport by scheduled bus lines and railways as a public service:

“The conditions for equal accessibility shall be created gradually in vehicles used in scheduled public passenger transport, at terminals, and in parts of stops and terminals that serve the mobility of and delivery of services to passengers; and to that end, equal accessibility considerations shall be enforced in development and construction projects and procurements affecting these vehicles and facilities, as well as in reconstruction projects if technically possible.”

Thus, in line with the relevant regulations in the European Union, the act on passenger transportation spells out a general obligation to gradually ensure equal accessibility in scheduled public people transportation.

In addition, to ensure the accessibility of public services, Act LXXVIII of 1997 on the Formation and Protection of the Built Environment continues to stipulate that buildings of public use must be accessible to, and safe to use by, everybody. For adherence with those regulations, an implementation decree to that Act [Government Decree 253/1997 (XII. 20.) on the national requirements of town planning and building] provides detailed rules applicable to the construction, extension, renovation, transformation, restoration and modernisation of both newly constructed and existing buildings as well separate units thereof.

The Disability Act as well as the Convention on the rights of persons living with disabilities and Act XCII of 2007 on the promulgation of the related Optional Protocol also calls for equal accessibility of public services, including access by persons living with disabilities to transportation on the same basis as by others.

In addition, the enforcement of passengers’ rights is gaining importance in community transportation.

Section 2 (4) of Regulation (EC) No 1371/2007 of the European Parliament and of the Council of 23 October 2007 on rail passengers’ rights and obligations (hereinafter: Regulation 1371/2007/EC) allows a member state to grant exemption from the Regulation’s provisions concerning domestic rail passenger services for up to five years, and this exemption may be extended twice, for up to five years on each occasion.

Hungary made use of the exemption in Sections 3, 4(1), and 22 of Government Decree No. 271/2009 (XII.1.) on the detailed conditions of railway passenger transport pursued under a national licence.

The derogation is especially important in those areas of people transport by rail where compliance

with regulation 1371/2007/EC can only be ensured gradually and at significant costs paid from the central budget (e.g. installation of modern passenger information and ticket reservation systems; ensuring access to platforms, railway vehicles and other railway equipment by persons with physical disabilities, etc.). As the funds available for such purposes are limited, compliance requires significant time, which in turn necessitates the renewal of the exemption. A failure to renew the exemption would mean the EU could demand that Hungarian railway companies immediately comply with regulation 1371/2007/EC; and as that is not currently possible, failure to extend the waiver would have major moral and financial consequences. The first five-year period of exemption ended on 3 December 2014, but by having previously amended the relevant legal regulations, Hungary will exercise the option to renew the exemption for five more years until 3 December 2019. Regulation (EU) no. 181/2011 concerning the rights of passengers in bus and coach transport and amending Regulation (EC) No 2006/2004 (hereinafter: Regulation 181/2011/EU) is in effect in Hungary as well. That regulation contains an exemption from its rules relevant to domestic regular services. According to Section 2 (4), exemptions may be granted for a period no longer than 4 years and may be renewed once; while according to Section 16 (2), exemption may be granted once for five years.

Hungary availed itself of both exemptions in order to prepare bus and coach service providers for compliance with Regulation 181/2011/EU in Section 2 of Government Decree 213/2012 (VII. 30.) on the detailed conditions of passenger transport services by bus and coach not covered in Regulation 181/2011/EU, on the exemptions provided therein, on the conditions of passenger transport services by bus and coach, and on the general terms of agreement concerning passenger transport by road. Compliance with these rules, not unlike adherence to the provisions on rail passengers' rights, especially ensuring non-discriminative access requires significant investments, the funds for which can only be made available gradually, hence the time required for implementation is also considerable.

E. Housing

According to Section 75 of the Social Act, disabled persons, psychiatric patients and addicts are entitled to housing and social services in line with their age, health and capacity to be self-sufficient, in a manner that serves social integration and avoids conventional institutional care. The service is based on the assessment of the required service intensity (complex needs assessment), and is modified as the required service intensity changes. Thus the service does not take the form of isolated institutional provisions but is available within the local community, at the same place and in the same manner as in the case of any other local resident.

It is important to note the support service described above in point C. This service also helps supported persons live independently by providing special assistance in their homes. The service also allows socially deprived persons with disabilities to find a job.

Even though Section 17 of the Disability Act is not specifically connected to the examined period, it should be noted that, according to that Section, integrated community housing solutions shall be provided to disabled people living in social care institutions with a headcount over 50 in order to replace institutional care, regardless of the type and severity of disability. This legal obligation constitutes the basis for the strategy concerning the replacement of care for disabled persons in social institutions, to be executed in view of Section 19 of Act XCII of 2007.

F. Culture and leisure time

For years, libraries have been focusing on opportunities to be provided to persons living with disabilities; recommendations have been defined for libraries about ways to improve services to such users. Section 5 (1) f) of the Decree of the Minister of Human Resources 39/2013 (V. 31.) on the operation of the Library Service System (LSS) regulates the requirement of physical accessibility. Section 5 (1) stipulates that a service location is suitable for receiving the services provided as part of the LSS if it can be approached in an accessible manner from a public street.

In the reporting period, a new legal regulation (Government Decree No. 120/2014 (IV. 8.) on keeping the records of public libraries) took effect, and placed special emphasis on the needs of persons with disabilities. It is also a requirement that libraries should be accessible as provided in the Disability Act .

Concerning sports, Act I of 2004 on Sports (hereinafter: Sports Act) provides that the affected sport associations must ensure special conditions for disabled persons who are competing athletes, in line with their specific disabilities.

According to the Sports Act, accessibility by disabled athletes and spectators to sport facilities and events must be ensured, and any special needs must also be satisfied.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

Regarding the conclusions by the ECSR – i.e. the criticism concerning the Disability Act that no effective sanction system is in place for the enforcement of legal regulations – we provide the following information.

A working group was set up in December 2012 in order to revise the Disability Act. One of the objectives of the working group, which focused on accessibility and equal opportunities in access, was to introduce a debated system of sanctions. The working group discussed the tasks assigned to it in detail; its members included delegates from major advocacy organisations in Hungary, representatives of the affected ministries, as well as, on the research side, a representative of the ELTE University's Bárczi Gusztáv Faculty of Special Needs Education.

The working group found the provisions concerning accessibility in Section 27 of the Disability Act acceptable as well, and did not consider it necessary to introduce any specific sanctions (e.g. a fine) in this area. The principle decision was to abandon the approach of prescribing 100% accessibility by a certain future date. Instead, methods should be worked out that allow for gradual and flexible progress in ensuring accessibility. One of the tools to that end involves the more stringent application of the principle of universal planning in case of newly built or reconstructed facilities as well as new or reorganised services.

The reason for the above is that ensuring accessibility is not only a legal obligation but it also greatly depends on the country's economic performance; also, it is primarily lagging behind in sectors requiring strong involvement by the government (such as public transportation) and characterised by a scarcity of funds and significant annual deficits.

Consultation

Pursuant to Section 30 (1) of Act XLIII of 2010 on Central State Administration and the Legal Status

of Government Members and State Secretaries, the Government has established and is operating the Council in order to improve the situation of disabled persons, promote the performance of the related tasks, and strengthen cooperation with non-governmental organisations supporting disabled persons. The Council makes proposals as well as provides opinions and advice to the Government and the minister responsible for fostering equal social opportunities.

Responsibilities of the Council:

- providing an opinion on draft legal regulations related to disabled persons, and making proposals for drafting or amending related legal regulations and instruments for the regulation of competent public organisations;
- participating in drafting the National Disability Program (NDP) which aims to ensure equal opportunities for persons with disabilities, as well as the related action plans; this task includes making proposals and providing opinions on the draft NDP and action plans;
- monitoring the implementation of the NDP pursuant to Act XXVI of 1998 on the Rights and Equal Opportunities of Persons with Disabilities, including providing opinions on reports about the implementation of the NDP and the related action plans;
- providing an opinion on the report on the implementation of the United Nations convention on the rights of persons with disabilities;
- making proposals and recommendations to government members about government decision and programs affecting persons with disabilities, and participates in the drafting thereof;
- providing information on the situation of persons with disabilities.

Members include the representatives of advocacy bodies, a person delegated by the Hungarian Olympic Committee (hereinafter: HOC) to representing sportsmen and women with disabilities, a person delegated by the Council of Organisations of Persons with Disabilities, as well as the chairman of the Council (the minister responsible for fostering equal social opportunities).

Communication

In media services, the obligation to air programs accessible to persons with impaired hearing is regulated in Act CLXXXV of 2010 on Media Services and Mass Communication (hereinafter: Media Act), which stipulates that providers of audio-visual media services must strive to gradually make their programs accessible to persons with impaired hearing. Legal regulations can be divided into two areas. One calls for maximising access by persons with impaired hearing to media programs, while the other is intended to guarantee the quality of aids (subtitles or sign interpretation) available in accessible programs.

According to Section 39 (2) a) of the Media Act in effect until 1 January 2015, public service and JBE linear audio-visual service providers must apply aids to make it easier for persons with impaired hearing to understand all public announcements, political advertisements and news programs – including traffic and sports news as well as weather reports – as well as programs that provide political information and those about persons with disabilities. Furthermore, Section 39 (2) b) of the Media Act called for an increasing amount of subtitles or sign interpretation (according to a growing annual quota expressed in hours) for films, games and public service programs. In addition to the above, providers are obliged to accompany with subtitles or interpretation into sign language any programs started that way (for the entire program duration), and to indicate before subtitled programs (with a reminder) that subtitles are available via the related teletext service. Lastly, subtitles have to convey the exact meaning of what is said, and have to be synchronised with visual images on the screen.

Based on Resolution 1601/2011 (XI. 9.) of the Media Council, the National Media and Info-

communications Authority (hereinafter: NMIA) audits once a month the enforcement of Section 39 of the Media Act in programs of the (currently) seven nation-wide media service providers. The audits are aimed at verifying compliance with the legal requirements related to subtitles and interpretation into sign language for persons with impaired hearing, as well as the accessibility of television programs.

A public service and audio-visual broadcaster must ensure that all public announcements, political advertisements, news programs, political information programs, as well as programs, films and games about people with disabilities or about equal opportunity, and all public service programs are subtitled in Hungarian (for example via the teletext service) or are available with interpretation into sign language. The obligation is not applicable to programs made available in the original language, other than programs for ethnic nationalities.

The total daily duration of the programs under this obligation was at least six hours in 2012, eight hours in 2013, and 10 hours in 2014.

Media service providers must provide subtitles or interpretation into sign language for the entire duration of a program and of series of dramaturgically connected programs started with subtitles or with interpretation. Before a subtitled program, the media service provider must indicate that subtitles are available via the related teletext service. Subtitles must be accurate and must be synchronised with the visuals on the screen; an abridged version of the narrative is allowed if accurate subtitles would be too long to follow by viewers.

Mobility and transportation

Regardless of the exemptions referred to in point 1), Hungary is making efforts to comply with Regulations 1371/2007/EC and 181/2011/EU.

In the past four years, gradual compliance with the rules has been promoted by numerous measures as well as developments using funds provided by companies, municipalities, and the European Union.

Upon a request by the Ministry of National Development, the association of Volán transport companies has drafted a proposal for training courses as envisaged by Regulation 181/2011/EU with the involvement of the affected associations of persons with disabilities. The proposal has been discussed with the National Transport Authority. We consider it desirable to maximise the number of bus terminals with staff who can help passengers in need, and to ensure that the required knowledge in this field is shared by a maximum number of drivers and employees who contact passengers directly, or manage issues related to them, to that end, even though a four-year exemption has been in effect in respect of training of this kind since 1 March 2013, we have proposed to bus companies to select affected employees and start their training as provided in Regulation 181/2011/EU as soon as possible. Consequently, several companies started or scheduled training in passenger rights for employees who are in contact with passengers (bus drivers, traffic controllers, client service staff, ticket inspectors) in the period under review.

In the past four years, bus service providers paid increased attention to the accessibility of stops, terminals and vehicles from the perspective of info-communication, with continued work aimed at the physical accessibility of the environment of those facilities.

Service providers and the parties ordering facilities promoted access to information and the elimination of barriers to understanding via the following measures:

- conveying well-thought-out, structured, unified information via labels;
- placement of signs written in Braille code for the visually impaired;
- placement of passenger information written in large fonts that can be read by the visually impaired, with colour-coded, easily understood symbols and icons of high contrast;
- installation of tactile orientation lines that protrude from the walkway level, and of nodes that support changing direction and finding one's way;
- installation of surfaces and curbs of different characteristics (colour, smoothness, hardness) than the conventional walking surface;
- emphasising visual signs at stairways and the borders of walkways;
- re-painting curbs for better visibility;
- relocation and spatial organisation of benches and posts / pillars that hinder movement;
- installing signs on automatic doors that are conspicuous to persons with impaired vision;
- providing passenger information in voice messages (automatic and live information on travel lines and other travel-related information);
- installing induction loops in waiting halls so that people with hearing aids can also understand voice messages;
- placing real-time passenger information columns at stops and terminals, and installing integrated loudspeaker systems (dynamic displays providing comprehensive audio-visual information to passengers, displaying the time and real-time schedule information; in addition, playing voice messages based on input of the required parameters by a passenger (about the expected arrival time of the next vehicle);
- installing SOS information columns at certain bus stations, specifically in order to render transportation easier for persons with disabilities; these columns can assist people with limited mobility, impaired vision or hearing, mental disabilities and autistic persons, as well as people living with multiple disabilities, which simplifies daily travel for people living with assistance and ensures that assistance is available at the bus terminals involved. The system allows people in need to receive, as soon as possible, assistance from trained personnel for using the services during service hours;
- installing large, menu-controlled LCD displays in waiting rooms at terminals to display dynamic data about bus schedules and services;
- comprehensive upgrade of the audio-visual passenger information systems at terminals;
- installing green wave control units in traffic lights located at junctions;
- installing acoustic signalling devices at street lights for the persons with impaired vision;
- procuring vehicles equipped with external electronic display, and installing electronic displays as well as passenger information signs inside vehicles;
- equipping vehicles with a dynamic passenger information and dispatch system (known as FUTAR), which provides audio-visual information to the blind and persons with impaired vision about the location of the vehicle, stops, and connections to other services;
- installing LED information displays of adjustable brightness in vehicles for better visibility;
- installing large signs to show bus service information on the front and sides of vehicles;
- using vehicles equipped with a GPS-based acoustic and visual passenger notification system;
- widely available transport schedule information: real-time electronic schedule and travel planning service on the Internet in Hungarian and English, with accessibility functions pursuant to WCAG 2.0 guidelines.

Measures taken for the design or transformation of the built environment and vehicles for accessibility:

- installing ramps at terminals, stops and curbs;
- grouping of furniture in public places; installing safer-to-use furniture (e.g. rounded edges);

- installing lifts in public areas to bridge differences in height;
- providing “priority seats” in vehicles;
- installing accessible doors without a doorstep;
- installing accessible toilets and diaper changing rooms suitable for people with disabilities;
- building new walkways with tactile orientation lines;
- procuring and commissioning low-floor vehicles with wheelchair ramps, dedicated spaces for passengers in wheelchairs, pictograms and signalling press buttons that such passengers can reach easily;
- building platforms that match the height of low-floor vehicles to ensure accessibility while boarding and getting off,
- ensuring the accessibility of new customer centres (accessible and usable customer area and desks);
- ensuring the accessibility of the existing information rooms and windows;
- providing accessible parking spaces dedicated to people with disabilities.

Organisational and control measures to ensure equal opportunity:

- accessible design is an expectation in all developments and investments, in line with the relevant legal regulations;
- displaying announcements about passengers’ rights in terminals and on the home pages of service providers;
- assigning officers responsible for helping persons with physical and mental disabilities, and posting the names of such officers in announcements at terminals;
- giving priority to the adjustment of passenger complaints about equal access;
- increasing the sensitivity of the employees of transport service provider companies (awareness of the problems of persons living with disabilities, and increasing the sensitivity of individual employees to those problems), with differentiated objectives for management, line managers and staff;
- training of employees who contact passengers directly (bus drivers, ticket vendors, traffic controllers, information officers, luggage repository attendants, complaint registration staff) in helping and providing information to persons with physical and mental disabilities;
- double-checking that the aspects of equal accessibility are taken into account during maintenance and renovation;
- taking due account of the aspects of equal access in vehicle procurements (low-floor vehicles with modern passenger information systems; if possible, considering these requirements when renovating older vehicles);
- giving priority to monitoring whether vehicles meeting equal access requirements (low-floor buses and trains) keep to timetables;
- considering the aspects of equal accessibility when installing ticket vending machines;
- configuring covering materials, surface sizes, ramps, low edges, tactile orientation lines, and information devices carefully and appropriately when designing stops, walkways and pedestrian crossings;
- checking regularly and protecting the state of the assets serving equal access (lifts, ramps, passenger information equipment);
- vehicle drivers taking into consideration the needs of passengers with disabilities riding, boarding or leaving their vehicle;
- ensuring the uninterrupted operation of travel information equipment (boards, web sites, schedules, applications, information desks); monitoring the information and keeping it up-to-date;
- vehicles cleared for daily service only after verifying the due operation of the vehicle ramps

(to be regularly checked by the competent area);

- running low-floor buses on as many routes as possible by optimising transport organisation and vehicle management parameters.

The ratio of accessible vehicles and passenger facilities in each transport sub-segment changed as follows before 31 December 2014:

by year end, 2014	Ratio of accessible vehicles to the total number of vehicles in service (%)	
Bus	partially accessible	7%
	fully accessible	19%
Bus terminal	partially accessible	60%
	fully accessible	33%
Bus stop (Budapest, Debrecen)	99%	
Trolley-bus	24%	
Trolley-bus stop (Budapest, Debrecen)	100%	
Tram	14%	
Tram stop	24%	
Underground stop	27%	
Suburban railway stop	21%	

Source: main local and long-term transport service providers (BKK, DKV, MVK, KT, SZKT, Tükebusz, DAKK, DDKK, ÉMKK, ÉNYKK, KMKK, KNYKK, Volánbusz, GYSEV, MÁV and MÁV-START Zrt.) Based on data supplied to the Ministry of National Development, Department of Transport Services

Rail passenger services are provided by two companies: the MÁV Group covering the majority of the country with its services and GYSEV Zrt. supplying mainly the north-western border areas of the country.

The MÁV Group made 15.5% of the platforms at stations accessible by the end of 2014. Of the terminal buildings 8% were accessible, 1.4% was supplied with guiding lanes for the blind and 6% had disabled toilets. As regards GYSEV Zrt., 30% of the railway stations and 7% of the railway carriages were accessible for people with disabilities at the end of 2014.

However, Section 8 of the Disability Act states the following:

“The transport systems and means of public transport, as well as passenger traffic facilities, (also including signalling and information devices) must be suitable for being used safely by people with disabilities.”

Section 9 of the Disability Act provides that it should also be possible to transport individuals with disabilities and limited mobility with the help of transportation networks:

“Individuals with severe limitations of mobility can also be transported, from the point of departure to the destination by operating a transportation network.”

In view of that provision, special services were introduced on 1 January 2013 to transport people with reduced mobility as part of the public service.

Accessibility criteria are enforced in both past and ongoing investment projects. If a new traffic facility is established, including mainly buildings and structures requiring a construction permit, the technical devices supporting people with disabilities, and other items overcoming communication and mobility barriers, specified by law, were designed in accordance with the provisions of the acts

and regulations referred to above.

Housing

Sheltered housing was inserted as a new form of service into Section 75 of Social Act on 1 January 2013. After 1 January 2013, care providing institutions may establish new places for delivering care and nursing to people with disabilities, and those psychiatric and addiction problems (Section 140 P. of the Social Act)

- a) in the form of only sheltered housing during the reconstruction of institutions with a large number of inhabitants,
- b) in homes or houses used for sheltered housing (in homes or houses established for no more than six persons or for seven to twelve persons), or in an ensemble of homes and buildings accommodating no more than fifty people during the construction of a a new institution.

In addition, the Act on the Central Budget was also drafted in 2014, which allowed for target group specific differentiated financing from 2015 onwards, and therefore sheltered housing of people with disabilities received higher amount of financing.

On 21 July 2011 the Government approved Government Resolution No. 1257/2011. (VII.21.) on the strategy of replacing beds in social institutions delivering nursing and care to people with disabilities and on the Government's tasks related to its implementation. The direct target group of the strategy attached to the Government Resolution consists of people with disabilities who use services of institutions established for a large number of people at the moment. The target group also includes persons with disabilities who have addictions or psychiatric disorders.

The Government decided to wind up (phase out) high capacity institutions delivering care and nursing to people with disabilities in a 30-year programme.

On the basis of the strategy of replacing beds in institutions, the replacement process focused on beds in social institutions caring for and nursing adult disabled individuals in 2011. The SIOP 3.4.1.A-11/1 project supported the replacement of beds in a total of 6 institutions with almost HUF 6 billion; altogether 67 properties were built or reconstructed for 697 residents. Development projects will be closed down at the end of 2015.

On the basis of the December 2014 figures, the number of registered and supported housing services for the three target groups includes 15 services with 173 registered beds for people with disabilities, 7 services with 150 registered beds for psychiatric patients , and 10 services with 119 registered beds for addicts. In the course of the replacement process, beds for altogether 697 people with disabilities, psychiatric patients and addicts will be replaced in 6 large residential institutions.

Culture and leisure time

Cultural institutions help people with disabilities improve their abilities and develop and expand their knowledge by involving them in various forms of lifelong learning. That explains the high emphasis on special service packages promoting library and museum visits by people with disabilities, etc. and also why they are a mandatory component in certain calls for applications.

In EU applications announced for museums in the 2007-2013 period, museums and similar

institutions could develop special programmes to contribute to the improvement of the skills of people with disabilities and to the development and enhancement of their knowledge.

The Szentendre Open-Air Museum of Ethnography – Museum Education and Training Centre developed and implemented a 30-hour training course under the title “Do you understand?! – I understand” – How to receive people with disabilities in our museums?”, with the objective to get museum experts to learn the methods that can most effectively contribute to receiving, and ensuring accessibility for, this target group. In addition, in the framework of applications invited to provide support for the development of museum infrastructure, several institutions implemented projects and purchased equipment specifically aimed at making museums accessible for people with disabilities (e.g., physical access, Braille notices, screen readers, induction loops, etc.).

The criteria indicated above were also stressed in all calls issued under RDOP in the 2014-2020 period.

Libraries seek to provide equal access to information and knowledge with their services and programmes. To increase convergence, procuring equipment to promote the library visits of people with disabilities and removing physical barriers to access are mandatory components in all applications invited to develop library infrastructure (e.g., SROP-3.2.4.A). The purpose of the instrument is to enable libraries to contribute more effectively to quality education, extracurricular training and learning and to developing reading and digital competences through library services. The main objective is to reduce territorial differences in access. Accessible, multilingual library portals were developed in the framework of the project.

EU projects (SIOP 1.2.3) also helped introduce the first library bus service in Hungary (Baranya County), which will be followed by two other buses. With the help of the library bus, the old population with locomotive and other complaints can have access to library services locally in small villages and in ageing settlements. As regards library development activities, preference was given to institutions that agreed to purchase a larger number of audio books and books in larger print to provide accessible services. Wheelchair accessibility and the supply of a screen reader software and induction loops were minimum requirements. Within the projects, infrastructure development for the special library service to be provided to people with disabilities, and increasing equal opportunities in the use of traditional and on-line library services were mandatory tasks.

In Hungary, cultural centres have a huge role in equal opportunities, because these institutions are present in almost each settlement. As a result of successful projects, they often offer free programmes, enabling also people with disabilities to have access to the experience of creativity and to organise community and personal development event series.

Communal education provides traditional opportunities for people to obtain basic qualifications or learn creative trades (especially traditional occupation, such as basket weaving, wood carving, weaving, etc.) through various informal and non-formal learning opportunities. In most small settlements, the local public education officer and cultural organiser also help people with disabilities solve their problems and see to certain tasks (e.g., application for aid, writing a CV, writing official letters to public utilities, search for phone numbers and data, post advertisements, job search, school search, etc.).

In the case of development programmes funded from the EU and announced in 2012 and 2013, e.g., within the framework of SIOP 1.2.3.– Coordinated infrastructure development of library services project, more than 300 libraries and school libraries could improve their information and

communication technologies (ICT) devices. Accessible toilets and internal rooms were created. Induction loops have been installed in institutions in order to help people with impaired hearing use libraries. Reading machines and screen reader software products have been purchased, while two county libraries were granted support to introduce an accessible library bus to be used in almost 60 small settlements. Apart from the ICT infrastructure, the SROP 3.2.4 - “Knowledge Depo-Express” - Strengthening of the non-formal and informal training role of the library network in lifelong learning project provided development support. In the framework of that support, libraries developed accessible websites and organised special programmes and training activities addressing people with disabilities. In order to teach digital literacy, non-formal training course were organised for the blind and the visually impaired.

Apart from culture, in terms of sports the Sports Department of MHC prepared a document under the title of “Impact analysis of the introduction of adapted physical education and adapted physical activities in Hungary” in H1 2013 within the framework of the SROP (State Reform Operational Programme) 1.1.19/2012-0005 project. The objective of the project was to conclude, during the review of the currently available vocational education and sports expert training available in higher education (including physical education majors) whether or not the experts are capable and suitable for organising physical exercises for people with disabilities.

Among the implemented projects, some aimed at the acceptance of the promotion of sports activities of people with disabilities during the reviewed period.

In 2012, such events included the 2012 IIWAS Wheelchair Fencing World Cup, the Hungarian Open Table Tennis Challenge of People with Reduced Mobility, the European Orienteering Championships for People with Impaired Hearing, the “Sports Ethics and Competition” conference, etc. In 2013 other important competitions were held in Hungary, including the Regional “MERI” Sports Days or the Judo European Competition of the visually impaired. The first one was a series of programs promoting sport, in which the para athletes tried to encourage other people with disabilities to do sports.

The motivation of young people was also priority during the reporting period. The HOC provided technical and operational support to the National Student and Leisure Time Association of people with disabilities in 2012 and 2013. The Association has 20 member associations and, as an umbrella organisation, efficiently organises high quality activities relating to student and leisure time activities of children with disabilities across the country. The HOC provided support, through applications, for the implementation of leisure, sports and student sports programmes in 2012 and 2013. The support was absorbed between May 2013 and April 2014. During the assessment of the application, people with disabilities and organisations supporting the sport activities of disadvantaged children and families and involving Roma children into sports were given preference.

In addition, during the reviewed two-year period, the HOC issued a call for applications to support leisure time events of outstanding importance in order to promote regular physical activities and a wide range of opportunities for healthy lifestyle, rich in physical exercise, and launched another tender to support the improvement of the health status of the population, to raise attention to health in lifestyle, encourage regular sports activities and physical activity of the population, and to assist in the organisation of events promoting leisure time sports, including especially local and regional programmes in lifestyle sports requiring low specific costs.

The Hungarian Student Sports Association (hereinafter: HSSA) organises Student Olympics in all primary and secondary schools of the country in order to promote complex school sports, talent

support, sports activities and sports and in order to educate students for a healthy lifestyle. Each student may take part in the talent support scheme and competitions of the Student Olympics, who enrolled in any Hungarian public education institution in the particular academic year, and therefore each year approximately 1.2 million students are eligible for participation. Consequently, the talent support system is open to both healthy people and persons with disabilities and involves approximately 280,000 students each year. In October 2013, the delegation of the National Student and Leisure Time Sports Association of People with Disabilities attending the Athletics Student Olympics Skills and Relay Team Championship, organised by HSSA as a guest, entered teams of students with reduced mobility, impaired vision and impaired hearing in each event outside the competition.

In the framework of the SROP-3.1.13-12-2013-0001 code, HSSA undertook to implement school programmes dedicated to exercising in a non-formal learning environment and to developing the concept of health conscious school culture with a focus on social interaction. The TE IS (which means YOU TOO but is also an acronym of Physical Exercise at School) concept specifically emphasises that inclusive physical exercise programmes can be achieved in public education gradually, through deliberate development.

In one of the projects referred to in relation to the accessibility of cultural institutions, financed by the European Union, a survey was conducted, in which there was physical or technical accessibility in all 436 development projects of the data supplying institutions. With regard to EU projects, it can be concluded that 511 work stations with IT tools were purchased or extended from the available funds, assisting the library visits of people with disabilities.

3) KEY DATA, STATISTICS

Vehicle support figures in 2014:

type	number
new vehicle	745
used vehicle	335
vehicles with 3 or 4 wheels, classified as motor vehicles and automatically driven wheelchairs, not classified as vehicles	40
conversion support	12
total support for acquisition and conversion:	1,132

Support absorbed to date (2011-2014)/number of delivered vehicles:

	Total	New	Used
Total support paid	1,838	1,173	665

Expenses of the acquisition of vehicles by individuals with severely reduced mobility and other disabilities and of conversion support					
	2011	2012	2,013	2014	2015
Expenditure (2011-2013: absorption of the appropriation, 2014-2015: absorption)	885.3	899.4	897.6	900.0	900.0

Source: Figures announced by MHC

Communication

The Media Act defined the number of programme hours to be made accessible in each calendar year, starting at four hours a day in 2011. According to the regulations, media service providers had to increase the duration of their programmes with subtitles or sign language interpretation by two hours every year, and then, as a result of the legal amendment effective from 3 July 2012, the number of assisted programmes was extended (film production, feature and public service films); media providers had to comply with the programme quota within the range of 6 and 24 hours after that date.

All reviewed channels increased their programmes, broadcast with assistance more than required, as a result of which the ratio of accessible programmes increased significantly each year. A major change occurred in 2012, when the duration of accessible programme time was doubled compared to the previous year.

Ratio of accessible programme time

year	ratio of accessible programme time
2011	22%
2012	40%
2013	56.6%
2014	66%

Source: National Media and Infocommunications Authority

Ratio of accessible programmes broken down by public and commercial media providers

	public (%)	commercial (%)
2012	41	38
2013	59	51
2014	67	61.8

Source: National Media and Infocommunications Authority

In 2012, media providers infringing the law faced the legal consequence specified in Section 186 (1) of the Media Act in the case of most infringements (instruction to the media provider to comply immediately with the requirements of legal conduct and refrain from any infringement of the law in future), although the National Media and Infocommunications Authority also imposed fines in a few cases. In 2013 and 2014 most infringements were sanctioned with fines, in view of the principles of gradualism and proportionality.

4) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests information on the representation of people with disabilities in central and local government bodies and the method of consultation with them.**

See the information under the title of “Consultation” in the previous point.

- **The ECSR requests detailed information on the services provided to people living with disabilities and on other financial aid.**

1. Benefits to persons with changed working capacity

See the detailed information on the Benefits for persons with changed working capacity in Section 15 Paragraph (2).

Number of persons receiving benefits of persons with changed working capacity

Type of benefit		January 2011	January 2012	January 2013	January 2014	January 2015
From 1 January 2012	until 31 December 2011	Number of people (thousand persons)				
Pension	Category I., II., III. disability pension (for people who have reached the retirement age)	383	396	383	372	359
Rehabilitation benefit	Category III disability pension, for people who reached 57 years of age by 31 December 2011	111	198	183	164	143
	Regular social benefits for people who reach 57 years of age after 31 December 2011	84				
Disability benefit	Category I., II. disability pension	65	270	273	269	280
	Category III disability pension, for people who reached 57 years of age by 31 December 2011	161				
	Regular social benefit for people who reached 57 years of age by 31 December 2011	55				
	Temporary allowance	18				
Total		877	864	839	805	782

Source: Central Administration of National Pension Insurance

Monthly average amount of benefits to persons with changed working capacity

Year	Average benefit amount (HUF/month)	
	Rehabilitation benefit	Disability benefit
2012	51,153	63,445
2013	52,462	66,094
2014	53,238	66,985

Expenditure related to the benefits to persons with changed working capacity

	2012*	2013*	2014**	2015**
Expenditures relating to the benefits (HUF billion)	342.4	349.0	345.0	336.0

*the amount of expenditure approved in the Act on the Clearance of Accounts for the particular year

**the amount of the appropriation approved in the Central Budget for the particular year

Benefits to people affected by the transformation of the system prior to 1 January 2012

Benefits disbursed until 31 December 2011		New benefits disbursed from 1st January 2012	
Disability, accident-related disability pension	individuals who reached retirement age	old age pension	Benefits disbursed until 31 December 2011 and interim increases
	Category I and II disability and accident related disability pensioners who have not reached retirement age, and Category III disability and accident related disability pensioners who reached 57 years of age until 31 December 2011.	disability benefit	Benefits disbursed until 31 December 2011 and interim increases
	Category III disability and accident related disability pensioners who reached 57 years of age after 31 December 2011	rehabilitation benefit <i>review could be requested until 31 March 2012</i>	before the review: Benefits disbursed and interim increases until 31 December 2011 after the review: suitable for rehabilitation: B1 assessment category: 40% of the wages available in public employment, C1 assessment category: 80% of the wages available in public employment, not eligible for rehabilitation: amount of benefit due before, amount calculated in case of any improvement in the condition
regular social benefit	individuals who reached retirement age	disability benefit	Benefits disbursed until 31 December 2011

	individuals who reached 57 years of age until 31 December 2011		
	individuals reaching 57 years of age after 31 December 2011	rehabilitation benefit <i>review could be requested until 31 March 2012</i>	before the review: as indicated above after the review: suitable for rehabilitation: B1 assessment category: 40% of the wages available in public employment, C1 assessment category: 80% of the wages available in public employment, not eligible for rehabilitation: amount of benefit due before, amount calculated in case of any improvement in the condition

Source: Act CXCI of 2011 on Benefits for Persons with changed working capacity and the Amendments of Certain Acts

Disability and rehabilitation benefits established after 1 January 2012

	<u>Rehabilitation benefit</u> <i>vocational rehabilitation is recommended</i>	<u>Disability benefit</u> <i>vocational rehabilitation not recommended</i>
health condition between 51 and 60% (B assessment category)	vocational rehabilitation may be recommended (B1 assessment category) 35% of the monthly average income minimum amount: (30% of the minimum wage) HUF 27,900 maximum amount: (40% of the minimum wage) HUF 37,200	vocational rehabilitation not recommended (B2 assessment category) 40% of the monthly average income minimum amount: (30% of the minimum wage) HUF 27,900 maximum amount: (45% of the minimum wage) HUF 41,850
health condition between 31 and 50% (C assessment category)	vocational rehabilitation may be recommended (C1 assessment category) 45% of the monthly average income minimum amount: (40% of the minimum wage) HUF 37,200 maximum amount: (50% of the minimum wage) HUF 46,500	ational rehabilitation not recommended (C2 assessment category) 60% of the monthly average income minimum amount: (45% of the minimum wage) HUF 41,850 maximum amount: (150% of the minimum wage) HUF 139,500
health condition between 1 and 30% (D assessment category)	-	65% of the monthly average income minimum amount: (50% of the minimum wage) HUF 46,500 maximum amount: (150% of the minimum wage) HUF 139,500
health condition between 1 and 30% (E assessment category)	-	70% of the monthly average income minimum amount: (55% of the minimum wage) HUF 51,150 maximum amount: (150% of the minimum wage) HUF 139,500

Source: Act CXCI of 2011 on Benefits for Persons with Changed Working Capacity and the Amendments of Certain Acts

2. Invalidity allowance

Invalidity allowance is regulated in the Equal Opportunities Act.

Invalidity allowance is a monthly financial benefit to promote the equal opportunities of people with severe disabilities, aimed at reducing disadvantages in society stemming from their severe disability.

Irrespective of income, any person with severe disabilities over the age of 18 is eligible for invalidity allowance, provided the severe disability is specified by law (visual disability, hearing disability, mental disability, autism, locomotive disability, chromosome disorder, multiple disabilities) is durable or final, and the person is not able to lead an independent life, i.e. requires permanent assistance from others.

The lower amount of invalidity allowance is monthly HUF 20,327, and the higher amount is HUF 25,018 in 2015.

According to a Government decision made in 2013, the invalidity allowance and personal allowance of blind people must be raised at the same rate as old age pensions increase. The automated mechanism integrated into the legislation ensures preserving the value of the benefit. In July 2013 the benefit amount increased by 5.2% and since 2014 it has been increased according to the rules pertaining to the annual regular increase of pensions.

3. Personal allowance of the blind

Any person is eligible for the personal allowance of the blind, who has completed 18 years of age and is heavily impaired visually or is blind, or who lost their vision durably (1 year) or finally.

The personal allowance of the blind is being phased out. No new benefit has been approved from 1 July 2001. [The allowance was regulated in Decree of the Minister of Health No. 6/1971. (XI. 30.) on the implementation of Government Resolution No. 1032/1971. (VII. 14.) on the introduction of the personal allowance for the blind.]

In 2015, personal allowance for the blind amounted to HUF 16,846.

Main data of the invalidity allowance

Type of disability	Number of beneficiaries (persons)			
	December 2011	December 2012	December 2013	December 2014
Visual disability	36,153	35,160	34,328	34,029
Hearing disability	7,918	7,956	7,985	7,973
Mental disability	12,945	12,862	12,799	12,890
Locomotive disability	54,142	54,345	55,239	56,772
Autism	263	284	334	405
Multiple disabilities	3,204	3,171	3,316	3,454
Chromosome disorder			8	18
Total	114,625	113,778	114,009	115,541

Source: Central Statistical Office, for 2014: Hungarian State Treasury

Number of beneficiaries of the personal allowance of the blind (persons)

December 2011	4,662
December 2012	4,389
December 2013	4,116
December 2014	3,943

Amount of the invalidity allowance and the personal allowance of the blind
(HUF/month)

Year	invalidity allowance		Personal allowance of the blind
	Lower amount of the aid	Higher amount of the aid	
2011.	18,525	22,800	15,360
2012.	18,525	22,800	15,360
until 31.05.2013	18,525	22,800	16,160
from 01.06.2013	19,500	24,000	
2014.	19,968	24,576	16,548
2015.	20,327	25,018	16,846

Expenditure related to invalidity allowance

/the appropriation also contains the funds required for the personal allowance of the blind/

	2011*	2012*	2013*	2014**	2015**
Expenditures relating to the benefits (HUF million)	30,306.5	30,336.2	30,266.9	31,580.4	33,877.4

*the amount of expenditure approved in the Act on the Clearance of Accounts for the particular year

**the amount of the appropriation approved in the Central Budget for the particular year

Source: Hungarian State Treasury

4. Disability annuity

The rules of disability annuity are included in the Decree of the Council of Ministers No. 83/1987. (XII.27.) on disability annuity.

Disability annuity, which is distributed monthly, can be approved for people with a severe health impairment (of more than 80%) who sustained a severe health impairment before the age of 25 due to which they have been unable to pursue income earning activities and have no service period, which would be required to qualify them for social security benefits, including the approval of disability and rehabilitation benefits.

The monthly benefit amount in 2015 is HUF 33,930.

5. Miner's annuity for health impairments

The rules of the annuity are included in Government Decree No. 387/2007 (XII. 23.) on the social benefits of persons with health impairments.

Miners who worked in underground mines for a specific period and sustained at least 29% health impairment in relation to their activities (previously defined as 36% reduction in working capacity) are entitled to the miner's annuity for health impairments.

Number of people receiving the specific benefits, 2011-2015

	January 2011	January 2012	January 2013	January 2014	January 2015
Disability annuity	32,314	32,560	32,463	32,497	32,528
Miner's annuity for health impairments	2,371	2,279	2,211	2,205	2,161
Total	34,685	34,839	34,674	34,702	34,689

Source: Central Administration of National Pension Insurance

6. Higher amount of family allowance

Pursuant to Section (4) f) of Act LXXXIV of 1998 on Family Support a person with a long-term illness or a severe disability is:

- fa) a child below the age of 18, who requires permanent or increased supervision and care due to an illness or disability as specified in a separate legal regulation,
- fb) persons over the age of 18 who have a long-term illness or a severe disability and had lost at least 67% of their working capacity before reaching 18 years of age, or had sustained at least 50% health damage, or whose health condition, based on an assessment of the rehabilitation authority, falls short of 50% before reaching 18 years of age, and the situation has been unchanged for one year, or is likely to prevail for at least another year.

Persons with a long-term illness or a severe disability receive a higher amount of family allowance as long as their illness prevails, or before the child reaches 18 years of age. The allowance is paid at a higher amount, as established earlier, for the period of disbursement of the schooling support to persons studying in a public education institution after reaching 18 years of age and for whom increased family allowance had been disbursed before they reached 18 years of age. Increased family allowance is available upon application, which is evaluated upon receipt of a request to that effect.

Pursuant to Section 7 (2) of the Family Support Act, persons with a long-term illness or a severe disability below 18 years of age are entitled to education support (family allowance) on their own right as long as they are eligible for schooling support.

Persons above 18 years of age who had lost at least 67% of their working capacity before reaching 18 years of age, or had sustained at least 50% health damage, or whose health condition, based on an assessment of the rehabilitation authority, falls short of 50% before reaching 18 years of age, and the situation has been unchanged for at least one year, or is likely to prevail for at least another year are entitled to higher amount of family allowance.

Pursuant to Section 11 (3) of the Family Support Act, family allowance payable in view of, or to, a child with a long-term illness or severe disability is due until the end of the month, until which the prevalence of the illness or severe disability is certified in compliance with the provisions of a separate legal regulation (Decree of the Minister of Health, Social and Family Affairs No. 5/2003. (II.19.)).

If the higher amount of family allowance payable on account of children with a long term illness or severe disability is no longer due as their condition improves, family allowance will be paid at its ordinary amount as of the month after the entitlement is lost, provided that otherwise the eligibility for the allowance exists.

Simultaneously with the resolution establishing eligibility for a higher amount of family allowance, the individual receiving higher amount of family allowance, or the individual on account of whom the higher family allowance was established is issued an official certificate of eligibility for travel discounts pursuant to the legal regulations on travel discounts in public passenger transportation services. The certificate reflects eligibility for discounted tickets and passes as defined in Government Decree No. 85/2007. (IV. 25.) on travel discounts in public transport. The official certificate is valid up to the earlier of the review date stated in a certificate, an expert opinion or in a regulatory statement specified in a separate legal regulation, or the end of 5 years.

The amount of the allowance is HUF 23,300 and is payable to families raising children with a long term illness or a severe disability and on account of children living in a children's home, a corrective

institution, a penal institution or a social institution.

When a child with a long term illness or a severe disability is raised by a single person, the allowance payable on account of that child is HUF 25,900.

Pursuant to Section 7 (2) of the Family Support Act, the amount of the allowance payable to persons with a long term illness or a severe disability under 18 years of age is HUF 20,300 and is due as soon as such persons become eligible for schooling support.

Number of persons with a long term illness or a severe disability by age group and sex (living in families)

Year	Men				Women				Total
	0-6	7-18	19-23	24 years of age or older	0-6	7-18	19-23	24 years of age or older	
2011	19,953	51,519	7,933	16,819	13,715	37,059	6,128	13,245	166,371
2012	20,383	54,203	8,310	17,108	13,936	39,133	6,549	13,482	173,104
2013	19,152	55,511	6,633	17,179	13,140	40,104	6,958	13,652	174,329
2014	1,415	8,301	3,262	13,740	17,435	49,016	13,307	17,735	124,210
2015	10,111	30,570	7,678	17,924	7,678	24,669	6,542	14,133	119,305

Source: Hungarian State Treasury/National Pension Insurance Directorate General (based on the benefits disbursed in April each year)

Number of persons with a long term illness or a severe disability by age group and sex (living in institutions)

Year	Men				Women				Total
	0-6	7-18	19-23	24 years of age or older	0-6	7-18	19-23	24 years of age or older	
2011	117	968	14	0	107	594	6	0	1,806
2012	107	975	13	0	100	597	5	0	1,797
2013	117	964	10	0	80	598	10	0	1,779
2014	23	292	5	0	149	950	33	0	1,452
2015	105	736	20	0	73	505	15	0	1,454

Source: Hungarian State Treasury/Central Administration of National Pension Insurance (based on the benefits disbursed in April each year)

- ECSR requests information on the technical aids available for people living with disabilities and whether or not they are available free of charge or with the payment of own funds and the rate of state support made available for their acquisition.

Support system of medical devices

Medical devices play a very important role in the Hungarian healthcare system, especially in outpatient care. These include medical devices to be used personally and individually by patients, and – in a small proportion – care devices to treat a disease or a condition, to make up for a disability, and to perform self-diagnosis.

Pursuant to currently effective legal regulations, support may be granted, in a normative system, for purchases of medical devices and related accessories, for the repair and rental of medical devices, and – based on an equitable decision – for purchases and repairs of devices not subject to normative support, for additional quantities of devices subject to normative support, and for the replacement of

the components of bespoke devices ordered subject to normative support.

Approximately 10% of the population use medical devices, with over HUF 55 billion state support granted currently per year to make such devices available for patients.

Unfortunately, the challenges stretching the system of social security throughout Europe characterize the area of medical devices supply as well. Fewer and fewer contribution payers maintain a system provision where more and more elderly patients are in need of care, while worldwide economic processes fail to lend positive momentum to these processes.

Payments made from the Health Insurance Fund in 2010-2014 to support medical devices:

Period	Appropriation: (HUF million)	Expenditure (HUF million)	Variance between the budgeted and actual amounts (HUF million)	Expenditure as a %	Change since the previous year (HUF million)
2010	45,400.3	44,195.4	-1,204.9	97.3	
2011	44,772.3	50,825.3	6,053.0	113.5	6,629.9 (+15%)
2012	43,313.0	51,304.3	7,991.3	118.5	479 (+0.9%)
2013	43,313.0	51,459.3	8,146.3	118.8	155 (+0.3%)
2014	51,300	55,947.9	4,647.9	109.06	4488.6 (+8.7%)

Source: Health Insurance Fund

The table clearly indicates that payments kept increasing year on year. Expenditures grew in 2013 in spite of the reduction of the rate of VAT from 27% to 5% on the most highly subsidized devices. 2013 also witnessed an increase in the volume of subsidized medical devices. 2014 provided opportunities for growth at budget appropriation level.

It should be highlighted that while the governmental objectives of the past period were directed at reducing public debt and at cutting back the budget deficit (and to terminate the excessive deficit procedure initiated earlier by the European Union), no savings measures were taken in the period in respect of medical devices at all. Thus, no measures similar to those applied in respect of drugs have been introduced; in order to comply with appropriations, the measures taken aimed only at reducing unreasonable subscriptions. Our basic aim has always been to provide access for all those in need to the device that suits them most, without increasing patient burdens. From 2010 on, nearly 430 new therapeutic devices have been admitted.

The above suggests that the government takes into special consideration the area of medical devices, in terms of both health policy and horizontal economic policy measures.

Furthermore, it is examined on an on-going basis how financial processes could be better controlled and how to establish a more dynamic support system which rewards therapeutic benefits, guarantees equitable access, and thus provides an active, high-quality life for patients, while the interests of the economic players interested are also enforced adequately.

The regulatory framework of the support system, in effect since 2007, is determined by the following legal regulations:

- Act LXXXIII of 1997 on Mandatory Health Insurance Contribution (hereinafter: Health

Insurance Act)

- Act XCVIII of 2006 on the General Rules of Safe and Economic Supply of Drugs and Medical Aids, as well as of Drug Distribution (hereinafter: Drug Distribution Act)
- Government Decree No. 217/1997. (XII. 1.) on the implementation of Act LXXXIII of 1997 on Mandatory Health Insurance Contribution (hereinafter: Health Insurance Act's Implementation Decree)
- Decree of the Minister of Health No. 14/2007. (III. 14.) EüM on the acceptance of medical devices for social security subsidy and on the subsidised order, distribution, repair and hiring thereof (hereinafter: Medical Devices Subsidy Decree)

Before 2007, medical were admitted to the support scheme – and support parameters were simultaneously determined – in the framework of price negotiations conducted by the National Health Insurance Fund (hereinafter: NHIF), the result of which was promulgated in ministerial decrees (Government Decrees between 2000 and 2003). The Committee of Social Security Price and Support, with members representing competent ministries, the NHIF, and the Office for Economic Competition participated in preparing these negotiations.

The acceptance system of medical devices introduced from 2007 represents a substantial change compared to the above only in that the Ministerial Decree only includes subsidized asset groups (functional groups), their support parameters and the decree-level criteria for availability, while the acceptance of specific products and changes in the support parameters defined at acceptance are changed in the framework of regulatory proceedings by NHIF.

The Health Insurance Act and the Health Insurance Act's Implementation Decree stipulate framework regulations on entitlement, orders, and delivery, including all regulations related to contracting. Furthermore, the Health Insurance Act's Implementation Decree sets out framework regulations on group generation, the support parameters of the groups of supported medical devices, and the determination of subsidies within each group, including the rates of support to be established for each group in the ministerial decree and main correction rules.

As regards each functional group, one of these three forms of support can prevail:

- The most frequent application is the generation of fixed groups based on a functional principle, where the amount of support is generated on the basis of the price of the reference product of the group concerned and the percentage rate of support established for the group. The support for products priced identical or higher than that of the reference product is fixed to that amount, that is, it is the same. The support of products which are cheaper than the reference product is set at the percentage rate established for the group. A reference product means the cheapest product in the group whose share in the sales of the support group reached 5% in the previous period as set out by law.
- Fixing by destination actually means the “co-fixation” of two fixed groups by two functional principles, in the course of which the reference price of the cheaper group takes precedence as reference price.
- In case of the third type of support format, all the devices of a functional group receive support at the percentage determined for the group. This is typically realized in case of individually tailored devices.

Only the reference product and any products at the same or lower price are available under the title of public healthcare services. In these cases, the state takes transfer of the duty to pay contribution instead of the patient, meaning that these patients can get the therapeutic appliances and equipment they need free of charge.

Medical devices subject to support may only be ordered by a duly contracted physician or the physician of the healthcare service provider. Devices can be delivered by distributors of medical devices provided they have a price subsidisation agreement, or in the framework of care delivered in a healthcare institution, if professionally justified.

Medical devices are brought under the coverage of the support scheme with a decision issued by the NHIF in a public administrative regulatory procedure launched in response to a request by the manufacturer/distributor. Applicants are required to pay an administrative fee for procedures, except for notifications of cancellation from support and of price reduction. The decision the NHIF issues in a public administrative procedure includes – inter alia – the classification of the therapeutic appliance or equipment concerned into one of the supported functional device groups (marked by 10 digits under the ISO 9999 standard, and by 12 digits for hearing aids), which are also included in Annex 10 to the Medical Devices' Subsidisation Decree, including any associated indications, rates of support, time of gestation, the quantity allowed to be prescribed for the time of gestation, those authorised to prescribe and other conditions of prescription.

While the NHIF classifies a product, it also establishes the net price of the accepted appliance or equipment, which serves as a basis for public financing, and based on the classification, it assigns the support parameters specified for the group and establishes the amount of support on that basis. Prices can be increased in the framework of a similar procedure. Detailed rules of acceptance are set out in a ministerial decree. Applications must verify compliance with legal regulations; and applicants must agree to supply components and accessories and servicing for devices designed for long-term use. Applications are evaluated in advance by the Directorate of Device Qualification and Hospital Technology of the National Institute of Pharmacy and Nutrition (hereinafter: DQHT) or another designated organisation – at the applicant's expense – with particular regard to whether devices are fit for the purpose specified. The evaluating organisation also proposes group classification.

A main rule set out in the Drug Distribution Act provides that therapeutic appliances and equipment may be subsidized by social insurance if the cost efficiency of using such medical devices is justified, and the social insurance resources required are available or can be provided.

Principles of acceptance basically include aspects of professional and economic compliance. Prevalence thereof is also assisted by DQHT certifying the durability and lifetime of the device in the course of the procedure.

Similar regulations are implemented for the acceptance of rental devices. Oxygen concentrators represent an area where the rental of medical devices is subsidized. In order to promote rentals, the development of options for renting medical devices with support awarded on an equitability basis is in progress.

The NHIF publishes the support list for the next month by the 20th of each month, including all the accepted medical devices and their support parameters in an ISO structure.

In addition, the NHIF operates a web-based catalogue of medical devices that qualify for subsidization. Distributors of medical devices make available the required documentation and data to the NHIF. In addition to the data included in the support list, the catalogue also includes relevant data about manufacturing, distribution and device use.

Sellers may sell a device purchased under a support scheme only at the price included in the NHIF decision, that is to say that no deviation from the price used as a basis for public financing is allowed in

the course of subsidized sales.

The Appendix contains a list of devices that belong to the group which may be ordered subject to normative support as provided in the Medical Devices' Subsidisation Decree.

- **ECSR requests further details about the accessibility of telecommunications and new information technology tools in practice.**

See the detailed information in Points 1) and 2).

- **ECSR requests further information about the measures aimed at improving the mobility of people living with disabilities, including especially the results of implementation of the standards specified in the applicable legal regulation.**

See the detailed information in Points 1) and 2).

- **ECSR requests an explanation from the Government on the findings and remarks included in the background report of the Mental Disability Advocacy Centre.**

The Mental Disability Advocacy Centre (hereinafter: MDAC) submitted complaints during the public review of the strategy for replacing beds at social institutions delivering nursing and care to persons with disabilities.

The Office of the Deputy Minister of State responsible for the Social Policy at the Ministry of National Resources proposed consultations with MDAC representatives. As a result of the consultations, a Civil Workshop tender submitted by Fogytékos Személyek Esélyegyenlőségéért Nonprofit Kft. (For Equal Opportunities of Persons with Disabilities Non-profit Ltd.) helped select an interest advocacy representative delegated by the National Body Coordinating the Replacement of Beds in Institutions with a . The selection was also integrated into the policies of the Body. The representative selected that way could influence both the activities of the Body and the replacement tenders.

The strategy for replacing beds in social institutions delivering nursing and care to people with disabilities was approved in Government Resolution No. 1257/2011. (VII.21.) on 21 July 2011. The term of the strategy was defined at 30 years in view of the history of the Hungarian system of social institutions. The issue of term was also raised during the public hearing, in the course of which the Hungarian legal protection organisations also considered a relatively longer term reasonable (10; 10-15; 15-25 years).

The funding required for the replacement is in place. The first phase is implemented by the end of 2015 from EU resources. HUF 7 billion was made available in the SIOP 3.4.1. call, dedicated to the implementation of the restructuring scheduled for the first three years. The purpose of the call is to replace beds in boarding type social institutions providing care and nursing services with sheltered housing along principles laid down in the strategy. A total of 6 institutions restructure their services using HUF 5.8 billion in the framework of the tender. The applicants and the objective of the strategy are also supported by a network of mentors created from EU resources. Phase 2 of the replacement project is also funded by the EU, and therefore the process can continue in the 2014-2020 budget period. Moreover, it is our intention to accelerate the process by raising the budget substantially to HUF 36 billion.

In the framework of an EU programme, the Government issued a call for residential institutions for

modernisation on condition that the target group of that call should not be an institution involved in the replacement strategy (primarily the infrastructure of old people's homes and service providers caring for addicts was improved in the framework of this programme).

- **The ECSR requests further information on the housing of people living with disabilities, including especially support available for the individuals concerned for reconstruction and conversion, lift installation, removing impediments of their movements, on the number of individuals receiving support and the results achieved in relation to available homes.**

See the detailed information in Points 1) and 2).

- **The ECSR requests more detailed information on the initiatives to provide access to people living with disabilities to cultural, leisure and sports activities and the impacts thereof.**

See the detailed information in Points 1) and 2).

**ARTICLE 20 – THE RIGHT TO EQUAL OPPORTUNITIES AND EQUAL TREATMENT
IN MATTERS OF EMPLOYMENT AND OCCUPATION WITHOUT DISCRIMINATION
ON THE GROUNDS OF GENDER**

With a view to ensuring the effective enforcement of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:

- a) access to employment, protection against dismissal and occupational reintegration;*
- b) vocational guidance, training, retraining and rehabilitation;*
- c) terms of employment and working conditions, including remuneration;*
- d) career development, including promotion.*

**1) PRESENTATION OF THE GENERAL LEGAL FRAMEWORK, THE NATURE OF, THE
REASONS FOR AND EXTENT OF THE REFORMS**

The prohibition of discrimination was included in Section 70/A of Act XX of 1949 on the Constitution of the Republic of Hungary, which was in effect until 31 December 2011.

The Fundamental Law of Hungary, effective from 1 January 2012, prohibits discrimination as a general principle. Article XV (1) of the Fundamental Law provides for equal treatment, paragraph (2) provides for the right of everyone to fundamental rights, and lists all of the areas of discrimination that are governed by the general prohibition. Discrimination on the grounds of gender is prohibited under paragraph (3), while paragraphs (4) and (5) specify as responsibilities of the state the promotion of equal opportunities and social cohesion, as well as the introduction of measures to protect disadvantaged groups: families, children, women, old people and people living with disabilities.

Act I of 2012 on the Labour Code (hereinafter: new Labour Code) lays down the rules governing the general requirements of equal treatment in the world of work, highlighting the principle of equal pay for equal work and the application of the provisions of a separate act about that principle. The issue of equal treatment in employment is governed in title 6 of the new Labour Code.

The new Labour Code states that the requirement of equal treatment must be complied with in relation to employment [Section 12 (1) of the new Labour Code]. The Act defines the concept of wages (as any remuneration in cash or in kind provided to employees directly or indirectly based on their employment), as well as the factors that need to be taken into account when calculating the equal value of work (the nature of the work, its quality and quantity, working conditions, vocational training, physical and intellectual efforts, experience, responsibilities and labour market conditions [Section 12(2)-(3) of the new Labour Code].

It is an important element of the provisions of the new Labour Code that a remedy of negative discrimination may not lead to the violation or impairment of the rights of other employees, which also means that it may not cause any discrimination in relation to other employees. [Section 12(1) of the new Labour Code].

These provisions are cogent rules in the system of the new Labour Code, and neither an agreement between the parties nor a collective agreement is permitted to contain contrary provisions.

Another rule relating to the basic principle of equal pay provides that employers shall consult with

the works council at least fifteen days in advance before making a decision in respect of any plans for measures implemented with a view to enforcing the principle of equal treatment and for the promotion of equal opportunities. [point m) of Section 264(2) of the new Labour Code].

As Hungary already stated in its former reports, the detailed rules of the principles set forth in the new Labour Code are included in Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (hereinafter: Equal Treatment Act). The Act defines the major areas of violation of the principle of equal treatment, including cases relating to employment [Sections 5 d) and 21-23 of the Equal Treatment Act]. The Act also defines direct or indirect discrimination in employment [Sections 5 d), 8-9 and 21-23 of the Equal Treatment Act].

The Equal Treatment Act specifically lists the cases that are tantamount to violating equal treatment and also provides that the requirement of equal treatment must also be respected in the following areas:

- access to work, (public job advertisements, hiring, and conditions of employment),
- any disposition made before the establishment of the employment relationship or other relationship related to work, in respect of the procedure facilitating the establishment of such a relationship,
- establishing and terminating the employment relationship or other relationship related to work,
- any training before or during the work,
- determining and providing working conditions,
- benefits due on account of a legal relationship, and the establishment and provision of wages,
- coordination of parental and employee obligations of employees and parental leave in order to increase the time available for child care [Section 21 of the Equal Treatment Act].

The Equal Treatment Act also defines the cases in which the employers may refrain from applying the rules of equal treatment and equal opportunities [Section 22 (1) of the Equal Treatment Act]. However, it is a general rule under the Equal Treatment Act that any case of direct negative discrimination during the establishment and provision of benefits based on employment based on gender, race, colour of the skin, nationality or national minority will violate the obligation of equal treatment. [Section 22(2) of the Equal Treatment Act].

Pursuant to the provisions of Act IV of 1991 on Promoting Employment and Providing for the Unemployed (hereinafter: Employment Act), the requirement of equal treatment must be respected during job assistance and while delivering support to the unemployed [Section 2 (1) of the Employment Act].

Consequently, any individual recognised as a refugee, protected person or asylum seeker, and persons whose status is immigrant or settled down, and persons having the right to free movement and residence have the same rights and obligations as Hungarian citizens according to the act. The act provides that any third country employee who has a temporary residence permit and is employed in Hungary for at least six months, has the same rights and obligations as Hungarian citizens in terms of registration as a jobseeker and jobseeker benefits [Section 2 (2) and Section 3 of the Employment Act].

In terms of career selection, in addition what is stated in relation to Section 9, the three definitions of Act CLXXXVII of 2011 on Vocational Training should be noted:

- career competence requirement: joining vocational training is a specific condition of professional and examination requirements, based on which it can be concluded whether or

not a particular individual has the capacities and skills to successfully prepare for a complex technical examination in a selected qualification and to pursue the selected activity or occupation;

- provision of career information: it covers support throughout life from early school age until the individual leaves the labour market and provides information on employment, accepting a job, as well as about economic, financial, legal, social security, migration, etc. issues;
- career adjustment advice: supporting individuals with no marketable qualifications with advice to find a new training direction or occupation, provided in the form of career advice offered to individuals with vocational qualifications, whose career selection was not sound, or whose qualifications are not marketable.

- **Act XLIII of 1996 on the Service Status of Professional Members of the Armed Services (hereinafter: Armed Services Status Act)**

Pursuant to Section 6 (1) of the Armed Services Status Act, the requirement of equal treatment must be respected in relation to service relationships.

Section 6 (2) of the Armed Services Status Act provides that an armed service ensures opportunities for promotion for the members of its professional staff, in view of the ranks and other limitations applicable to positions, only based on professional abilities, qualifications, practice and performance and the time spent in the service, without any discrimination.”

- **Act CVI of 2011 on Public Employment and on the amendment of other Acts relating to public employment (hereinafter referred to as: Public Employment Act)**

Pursuant to Section 2 of the Public Employment Act, unless any provision precludes application, the provisions of Act XXII of 1992 on the Labour Code, effective until 30 June 2012 (hereinafter referred to as: old Labour Code) and of the new Labour Code, effective from 1 July 2012, referred to below, must also be applied in respect of public employees.

Section 5 (1) of the old Labour Code: “The requirement of equal treatment must be respected in relation to employment.”

(2) The consequences of violating the requirement of equal treatment must be remedied appropriately, which cannot involve the infringement or violation of the rights of any other employee.”

Section 12 (1) of the new Labour Code: “The requirement of equal treatment must be respected in relation to employment, and especially in relation to the remuneration of work. Remedying any violations of that requirement may not entail the infringement or violation of the rights of any other employee.

(2) For the purposes of paragraph (1), wages shall mean any remuneration provided to employees directly or indirectly in cash or in kind (social remuneration) based on their employment.

(3) Calculations of equal value for work shall take into account especially the nature, quality and quantity of the work performed, working conditions, the required vocational training, physical or intellectual efforts, experience and responsibility and labour market conditions.”

The Ministry of Interior must apply the provisions of the Equal Treatment Act. The currently effective Instruction No. 6/2013. (III.29.) of the Minister of Interior sets forth the equal opportunities plan of the Ministry, which states any measure, detrimental to any gender, as a specially protected right.

The Ministry of Interior, National Disaster Prevention Directorate General (hereinafter referred to as: MoI NDPDG) has developed a grant system to support young Roma people to find employment in order to promote the convergence of disadvantaged social groups and to ensure equal opportunities. In order to help young people of Roma origin become professional firefighters, the MoI NDPDG Instruction No. 9/2012. (VII. 30.) BM (hereinafter referred to as: the Instruction) on the establishment of a support system by the Ministry of Interior, National Disaster Prevention Directorate General and on the related tasks entered into force on 31 July 2012.

The Instruction applies to young people of Roma origin studying full-time or at correspondence courses for a bachelor's or a master's degree at the National University of Public Services, Disaster Prevention Institute, within the educational framework of the MoI NDPDG, and those participating in the modular vocational training of single policing provided by the Disaster Prevention Training Centre. The purpose of the grant system is to help young people of Roma origin successfully complete their studies and to create a supported system that encourages young people to choose disaster prevention as a career.

2) MEASURES TAKEN TO IMPLEMENT THE LEGISLATION

In order to ensure equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the most important measure was the approval with Government Resolution No. 1004/2010. (I.21.) of the “National Strategy Promoting Social Equality of Women and Men - Directions and objectives 2010-2020” document (hereinafter referred to as: the Strategy).

The document primarily presents the Government measures aimed at reducing detrimental employment situations experienced by women compared to men. The fifth chapter of the Strategy is dedicated to the definition of the strategic objectives and measures that need to be taken in order to achieve the objectives presented above.

Assisting the coordination of work and family life in line with the objectives of the Strategy is a major objective of the Government in order to achieve a positive and sustainable demographic process. In that framework, the primary responsibility is to eliminate any, mostly financial, impediments to child birth through measures designed to improve the financial position of families, thus supporting the birth of all desired and planned children.

Introduced in January 2014, the GYED Extra package of 4 measures falls in that category:

- individuals receiving child care fee (hereinafter: GYED) and child home care allowance (hereinafter: GYES) can take enter employment without any limitation after the child has reached one year of age;
- the disbursement of child care benefits related to the child (GYED, GYES) continues if a new child is born into the family after 1 January 2014, based on whom the parents are also eligible for the benefit;
- the institution of diploma holder’s GYED, with the help of which individuals with active student status for at least one year may also be eligible for GYED for a year after the birth of their child, even if they are not employed; an employment preference that further improves the employment options of mothers with several children, based on which employers employing a person with young children returning from GYED, GYES and child raising support (hereinafter: GYET) do not need to pay 27% social contribution tax and 1.5% vocational contribution based on the first HUF 100,000 of the wages in the first two years, and they have to pay tax at approximately 50% of the ordinary rate in the third year. Starting 2014, that

preference has been extended to 3+2 years and, in the case of parents with 3 or more children, employers are exempted from the payment of social contribution tax; while in the 4th and 5th years of employment, they need to pay only 14.5% of the tax.

As a result, employers in the open market saved approximately HUF 222 billion in the form of job protection benefits from 2013 to the end of 2014. In the national economy, employers claimed in total HUF 253.7 billion in relief since the preferential measure was introduced. The preference helped the employment of more than 800,000 employees, including on average relief worth HUF 9.3 billion claimed in 2014 for 37,000 parents with small children receiving GYED and GYES.

A total of 47,000 parents availed themselves of one of the preferences of GYED Extra last year. Among them, 29,000 parents could enter (even full time) employment and continued to receive the benefit after their child reached one year of age, 18,000 parents received benefits simultaneously for more than one child and almost 400 students in higher education or career starting graduates received student GYED. In total, the positive impacts of GYED Extra affected the vast majority or approximately 80% of the 36,000 women, who were raising a child (children) aged below 3 and were employed at the same time in 2014.

In addition, the Government also applied other measures within the framework of the Job Protection Action Plan in order to encourage the employment of mothers with young children and their return to the labour market. These measures include the following:

- As a preferential measure for part-time employment, employers could reduce by 7% the contribution payable for the period of 1-3 years starting January 2011, by employing a parent returning from child care leave in part-time employment.
- The measure was also extended to the market sector in 2012, and therefore when requested by an employee with a young child, the employer must provide part-time employment to the employee for up to half of the ordinary notice period until the child reaches 3 years of age .
- Starting 2015, parents raising three or more children can opt for part-time employment for two additional years, until their child reaches five years of age.
- From 1 January 2012, parents have been able to claim four days of additional holidays instead of two days per child, which should be divided between them equally.
- No social contribution tax does is payable for two years for the first HUF 100,000 gross wages of parents with small children returning to the labour market, and the employment of parents in this category qualifies for a tax reduction of 50% in the third year. On 1 January 2014, the preferential period was extended with 1 year for parents raising 3 or more children.

The difficulties in finding child care facility is often a barrier preventing women from returning to the labour market. To remedy that problem, the places available in day time child care institutions are gradually increasing, and old facilities are being modernised. Between 2010 and 2014, more than HUF 28 billion was made available in support to 214 organisations in 7 Hungarian regions, as a result of which 221 new nurseries were built with a capacity of approximately 6,300 children and existing facilities accommodating close to 4,700 can also be modernised. By the end of the 2014-2020 budget period, 60,000 places will be available for day time care of children with the help of EU and Hungarian funding.

The figures of 2014 already reflect the results of the measures. In Hungary, the employment rate of women aged 15-64 was 55.9% in 2014, 3.3 percentage points higher than in the previous year. Accordingly, 1,867,000 women were employed last year, representing an increase of 92,000 and 141,000 on 2013 and 2010, respectively. The growth rate of the employment of women was greater in Hungary than in the countries of the EU in 2014, even though the Hungarian indicator is still

lower than the EU average (59.6%).

The increase in the ratio of women working in part-time employment from 7.7% to 8.3% in a matter of four years is another positive development.

The unemployment rate of women aged 15-64 was 8.0% in 2014, reflecting a decline of 2.2 percentage points since 2013 (10.2%).

3) RESPONSES TO THE QUESTIONS OF THE ECSR CONCERNING THIS PARAGRAPH

- **The ECSR requests further information about the mutual effect of remedy actions, available in the case of discrimination between genders.**

Persons aggrieved may choose to seek legal remedy before the Equal Treatment Authority (hereinafter: ETA), or a civil court or a tribunal not only based on discrimination on the grounds of gender, but also based on discrimination on the grounds of any other, so-called any protected feature. In that respect, the provisions referred to in Section 1 (2) of the Equal Treatment Act must be applied.

The provisions of the Equal Treatment Act do not preclude a lawsuit before court after the ETA concludes its procedure (e.g., to claim compensation on the grounds of established discrimination), which is an option that may be significant in terms of the interaction between legal remedies. Pursuant to Section 4 (1) of Act III of 1952 on Civil Proceedings, however, the court is not bound by the ETA decision or the facts concluded therein, while making its own decision.

When injured parties make a choice, they should (also) take into account that a procedure taken before ETA is likely to be concluded sooner, it is free of charge, no stamp duty is payable) and it is also likely to be simpler and more transparent for a layman than a lawsuit conducted in court, but the authority does not have any jurisdiction to grant compensation to the injured party or to oblige the violating party to restore the original situation. Only courts have jurisdiction over the latter. See also the response to Section 1 (2).

- **The ECSR requests information on the limits of compensation that may be granted by a civil court.**

The new Labour Code significantly reshaped the rules governing legal consequences of unlawful termination of employment by the employer. The new provisions of the new Labour Code (first part, “General Provisions”, more specifically Title 44 of “Legal consequences of wrongful termination of employment” in Chapter X “Cessation and Termination of Employment Relationship” and Part Four “Labour disputes”) had to be introduced because labour lawsuits started on the grounds of provisions laid down of the former Act took a long time to complete, and the regulations were excessively burdensome for employers.

The new Labour Code applies a fundamentally new approach in terms of applicable legal consequences, and the choice between them: the Code applies legal consequences to wrongful termination based on compensation, and the most frequent claim demands damages for loss of income. The most frequent claim is a claim for loss of income, i.e. the amount the employer is demanded to pay in damages for the wrongful termination of employment. The Act regulates this, and the application of the various legal consequences as described below.

An employee may claim compensation for any loss resulting from the wrongful termination of employment. Claims include damages for loss of income: loss of wages and other regular benefits (e.g., cafeteria benefits) associated with employment, and of other regular income outside the working relationship. An amount claimed in damages for loss of income may not be higher than the amount of twelve months' holiday pay of the employee. In addition, employees are entitled to severance pay if the employment was illegally terminated without notice, or if the employee did not receive any severance pay when employment was terminated (e.g., if the employer referred to the employee's conduct or abilities in the notice without any justification or terminated the legal relationship with immediate effect [Section 82 of the new Labour Code].

Apart from the loss of income, employees may also claim compensation for other losses caused by the termination of employment. To protect the personal rights of the employers and employees, the new Labour Code lays down the duty to apply the provisions of Act V of 2013 on the Civil Code (hereinafter: Civil Code) [Section 9 of the new Labour Code]. By claiming compensation for harm, as introduced in the Civil Code, the employee may enforce a claim in court against allegedly unfair instructions or decisions of an employer. If an employee proves the violation of a personal right during the procedure (e.g., rights to health, human dignity, honesty, infringement of good reputation), there is no need to prove any other disadvantage in addition to the infringement. In the procedure, it is the employer that must provide an excuse to explain that the challenged measure did not harm the requirement of equal treatment, the right to work, or any other personal right, of the employee. If harm is substantiated, the employee will be entitled to compensation. The court determines the amount of compensation, taking into account the gravity of the infringement, whether it was committed on one or more occasions, the degree of responsibility, the impact of the infringement upon the aggrieved party and his environment [Section 2:52 of the Civil Code].

Apart from legal consequences of financial nature, the employee may also request the court to restore the employment relationship in the following cases specified by law:

- If the employer terminated employment in a period when it violated an absolute prohibition of termination: while the employee is pregnant, or is involved in any treatment related to human reproduction, while on maternity leave, or while on unpaid leave taken for child care.
- When the termination of employment violated the requirement of equal treatment.
- When the employment of the employee was terminated with mutual agreement but the employee challenged it successfully in court.
- When the employment of an employee holding an elected position in a trade union was terminated unlawfully, provided that the trade union duly reported the official to the employer.
- If the employer terminated the employment of an employee representative unlawfully.

[Section 83 of the new Labour Code].

- **The ECSR requests information on whether or not the national legislation provides for the comparison of salaries and workplaces outside the directly concerned enterprise.**

In March 2014, the European Commission adopted a Recommendation, aiming to assist Member States to find tailor-made approaches to tackling pay discrimination and the gender pay gap. The recommendation suggests introducing a consultation information mechanism in the legislation of the Member States in order to increase the transparency of wages, promote equal treatment of genders and reduce any pay gap. In order to transpose the Commission Recommendation 2014/124/EU on strengthening the principle of equal pay between men and women through transparency, consultations began in Hungary at the end of 2014 to find the possible solutions and identify the related legislative tasks.

The Hungarian regulation states equal treatment as a requirement in relation to wages. The detailed rules pertaining to the violation of equal treatment in employment are included in the Equal Treatment Act. In 2013 and 2014 the ratio of men and women to the total number of employees was equally 54-46% in the population aged 15-64.

During the reporting period the National Labour Office regularly collected and disclosed data on wages in a breakdown by gender. The data are available electronically from the public Employment Database:

[HTTP://NFSZ.MUNKA.HU/SYSRES/ADATTAR2014/INDEX.HTML](http://nfsz.munka.hu/sysres/adattar2014/index.html)



- **The ECSR requests information on the implementation of the National Strategy on the equality of men and women in society in the field of employment and training, as well as on any positive measure that was aimed at promoting actual equality between genders on the labour market.**

See the detailed information under points 1) and 2).

ARTICLE 2 - THE RIGHT TO JUST CONDITIONS OF WORK

With a view to ensuring the effective exercise of the right to just conditions of work, the Parties undertake:

3. to provide for a minimum of four weeks' annual holiday with pay;

The ECSR concluded that the Hungarian situation is not in line with the provisions of Article 2 (3) of the Charter because it cannot be concluded that the right of employees to at least two consecutive weeks of leave without interruption is guaranteed in the year when the leave is due.

The provisions of the law pertaining to paid leave were modified in the reporting period. Act XCIX of 2014 on the Foundation of Hungary's Central Budget for 2015, promulgated on 29 December 2014 in relation to the modification of Act I of 2012 on the Labour Code (hereinafter: the new Labour Code) provides on the following:

"Section 390. Section 115 (2) e) of Act I of 2012 on the Labour Code shall be replaced by the following provision:

[For the purposes of paragraph (1), time served in employment includes]

"e) (the duration of) incapacity to work."

By inserting the new sub-paragraph e) into Section 7 transposing the Directive 2003/88/EC on certain aspects of working time organisation was fully implemented. That Section requires all Member States to introduce the necessary measures to ensure that every worker is entitled to annual leave of at least four weeks in accordance with the conditions for entitlement to, and granting of, such leave laid down by national legislation and/or practice.

- **Act CVI of 2011 on Public Employment and on the amendment of other Acts relating to public employment (hereinafter: Public Employment Act)**

According to the provisions of the Public Employment Act, a public employee is entitled to 20 working days of leave in each calendar year, as specified in the new Labour Code. This is applicable to each type of employment in Hungary.

If the legal relationship of a public employee began or was terminated during the year, the employee is entitled to a leave for a number of days calculated pro rata to the 20 days set in the statute. Pursuant to the provisions of the law, public employees are entitled to 70% of the wages payable in public employment and, based on eligibility, to 70% of the guaranteed wages in public employment for the term of the leave.

A public employee is entitled to sick leave for the period of incapacity to work during an illness. Incapacity to work primarily refers to situations when an employee cannot perform any work due to an illness. Sick leave is available only as long as public employment status prevails, and eligibility terminates as soon as public employment status ends. During sick leave, an employee is entitled to 70% of the average wages paid in public employment in the previous four months, or to 70% of the average wages guaranteed in public employment.

The law also permits public employees to take unpaid leave while they have a public employment status. Public employers must approve unpaid leave for public employees, who conclude a public

employment contract for a definite term of at least 3 and no more than 90 days. In such cases the public employment status is only suspended but is not terminated. The contract of employment for a definite term must be presented to the public employer 5 working days prior to starting the unpaid leave.

- **Act XLIII of 1996 on the Service Status of Professional Members of the Armed Services (hereinafter: Armed Services Status Act)**

Pursuant to Section 90 (1) of the Armed Services Status Act, the base leave is 25 working days, which may be extended under various additional titles. The rules of approval and use of the leave are included in Section 97 of the Armed Services Status Act.

- **Act CCV of 2012 on the Legal Status of Soldiers (hereinafter: Soldiers' Status Act)**

The Soldiers' Status Act grants leave, required for regeneration to professional or contracted soldiers, as each member of the staff is entitled to at least 25 days of base leave each year. In addition, they may also be entitled to further additional leave based on the number of dependent children and the nature of their position.

APPENDIX

International conventions transposed into Hungarian Law (from among the international conventions referred to with regard to Articles 1, 9, 10, 15 and 20 in the appendix of the questionnaire)

Title of Convention	Date of signature of Convention	Date of ratification, accession	Number of the legal regulation
International Covenant on Economic, Social and Cultural Rights (1966)	25 March 1969.	17 January 1974	Legislative Decree 9/1976 on the Promulgation of the International Covenant on Economic, Social and Cultural Rights adopted on 16 December 1966 by the 21st session of the General Assembly of the United Nations European Convention for the Protection of Human Rights and Fundamental Freedoms (1950)
	06 November 1990.	05 November 1992	Act XXXI of 1993 on the Promulgation of the European Convention for the Protection of Human Rights and Fundamental Freedoms adopted on 4 November 1950 in Rome and of the eight Additional Protocols thereto
ILO Convention No. 2 on Unemployment, 1919		01 March 1928	Act XV of 1928 on inserting Sections into the international treaty approved in the form of a draft at the International Labour Universal Meeting in Washington in 1919, due to lack of work XV of 1928 on inserting Sections into the international treaty approved in the form of a draft at the International Labour Universal Meeting in Washington in 1919, due to lack of work
No. 29: Forced Labour Convention, 1930		08 June 1956	Act XLVIII of 2000 on the Promulgation of Convention No. 29 on Forced or Mandatory Work, approved at the 14th session of the International Labour Conference in 1930
No. 88. Employment Service Convention, 1948		04 January 1994	Act LIII of 2000 on the Promulgation of <u>Convention</u> No. 88 on the organisation of employment services, approved at the 31st session of the International Labour Conference in 1948
No. 105. Abolition of Forced Labour Convention, 1957		04 January 1994	Act LIX of 2000 on the Promulgation of Convention No. 105 on the Abolition of Forced Labour, approved at the 40th session of the International Labour Conference in 1957
No. 111. Discrimination (Employment and Occupation) Convention, 1958		20 June 1961	Act LX of 2000 on the Promulgation of Convention No. 111 on Discrimination in Employment and Occupation, approved at the 42nd session of the International Labour Conference in 1958

No. 122. Employment Policy Convention, 1964		18 June 1969	Act LXXII of 2000 on the Promulgation of Convention No. 122 on Employment Policy, approved at the 48th session of the International Labour Conference in 1964
No. 142. Human Resources Development Convention, 1975		17 June 1976	Legislative Decree No. 21 of 1977 on the promulgation of the Convention of career selection advice and vocational training in order to develop human capacities, approved at the 60th session of the International Labour Conference on 23 June 1975
No. 181. Private Employment Agencies Convention, 1997		19 September 2003	Act CX of 2004 on the promulgation of Convention No. 181 on Private Employment Agencies, approved at the 85th session of the General Conference of the International Labour Organisation
Council Directive 2000/43/EC (29 June 2000) implementing the principle of equal treatment between persons irrespective of racial or ethnic origin			Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities
Council Directive 2000/78/EC (27 November 2000) on establishing a general framework for equal treatment in employment and occupation			Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities
UN Convention on the Rights of Persons with Disabilities (2006)		20 May 2007	Act XCII of 2007 on the Promulgation of the Convention on the Rights of Persons with Disabilities and the Optional Protocol related to it and in the Act on Equal Opportunities of Persons with Disabilities
Recommendation of the Council of Europe R(98)14 on gender mainstreaming			National Strategy Promoting Social Equality of Women and Men, Government Resolution No. 1004/2010 (I.21.) Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities