

PARTNERSHIP DATA SHEET for HUNGARY AND POLAND

Introduction

This partnership data sheet for the B3 – 4000 project has been designed in light of observations made by Dorotea Daniele and Pierluca Ghibelli on the current situation, characteristics and concerns in Poland:

- 1) Lack of awareness of social responsibility in business
- 2) Country with high emigration
- 3) Existence of illegal immigration
- 4) Existence of former Vietnamese immigration during the communist period

This partnership data sheet for the B3 – 4000 project has been designed in light of the observations made by Denis Stokkink on the situation of ethnic minorities in Hungary (Roms) and information provided by the Hungarian Embassy:

- 1) Presence of ethnic minorities (Roms)
- 2) Presence of Hungarian-born Hungarians who, due to border changes following various international agreements, hold non-Hungarian passports (this situation affects some 5 million Hungarians).
- 3) Return to Hungary of Hungarians who emigrated in 1956 (generally pensioners)
- 4) Former high levels of Chinese immigration (80,000 in Budapest) during the communist period and until 1998 (during the communist period the Chinese did not require a visa to enter Hungary)
- 5) Waves of immigration (Afghans, Africans from Black Africa (Nigeria, Cameroon, Guinea), former Soviet republics (Belarus, Ukraine, Georgia, Moldavia, Armenia, etc.)
- 6) Until recently, Hungary was a transit country towards western Europe. With its accession to the European Union, Hungary is now seeing a trend towards the sedentarisation of these waves of immigration.

This partnership data sheet will focus primarily on the partnership and its development in an attempt to monitor the integration of immigrant populations and the fight against negative discrimination. Social responsibility in business in these two countries remains largely non-existent. The areas of priority and urgent action lie in other directions. However, it is important to underline the importance of the social economy in Poland and Hungary. One question will therefore be devoted to business responsibility in its strictest sense.

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1. The partnership

Question 1 is designed to elicit an explanation of the nature of your partnership in concrete terms and of the factors which led you to form this partnership.

What was the starting point?

March, 2002.

With which immigrants and ethnic minorities do you currently have contact or relations?
Roma minority.

What led you to take an interest in these immigrants and ethnic minorities?

The Roma population in Hungary are in a very disadvantaged labour market situation. Out of the estimated number of 12.000 Roma citizens in Debrecen – according to the Local Government of the Roma Minority and Roma Civil Organizations – 5000 is economically active and only 0,5% has any kind of documented skills. Consequently the rate of unemployment among this minority is extremely high: 95%.

What is the social situation of these immigrants and ethnic minorities?

The Roma minority is in the worst socio-economic situation among ethnic minorities in Hungary. Their level of education, labour market participation, housing- and health conditions are much worse, than the average Hungarian population. Unemployment rate is extremely high mostly due to the lack of required skills and their place of residence. A great amount of the Roma population live in economically depressed areas.

Concerning the area of Debrecen, where the program takes place, the unemployment rate is extremely high, 95%. It means that 4.750 Roma people are unemployed, mostly because of their lack of skills. As a result, they do not have stable sufficient income. Their main income sources are as follows: welfare (temporary welfare, subsidized public utilities, special aids); family- and schooling allowance; supporting family allowance, meal allowance in case of children; child-rearing allowance and other allowances (welfare, disability welfare).

What is the legal status of these ethnic minorities?

They are full citizens of Hungary.

Has the historical background of the host country influenced the situation of these immigrants and ethnic minorities?

Yes, the social and economic transition connected to the political change in the late eighties and early nineties influenced the socio-economic situation of the Roma communities negatively. Since a great amount of the Roma population has lived in the centres of heavy industry, they have lost their jobs after the political change. In these economically depressed areas, The factories and mines in these have been closed, due to low profitability or bankruptcy.

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Why did you launch the partnership?

The main aim of the programme is to make a chance both for the employers and employees, participating in the training and to show that discrimination can definitely be reduced.

How would you define the partnership?

In the framework of the EQUAL program, the partners work in a team as equal members.

Who are the players in the partnership?

DMJV. Önkormányzat, Capiláno Kft., DÉSZ-KER Rt., HUNÉP Rt., KEVIÉP Kft., Matúra és Natúra Endowment, Povolny Ferenc Szakképző Intézet, Roma Tehetséggondozó Kht.

When did the partnership start (date)?

December, 2002.

When is the partnership scheduled to end?

July, 2004.

How did you launch the partnership?

The partners were selected according to the aim of the project. Besides, the partnership was based on the successful previous co-operation of the partners.

Explain how the partnership operates?

The partners work in a team. The leader of the partnership, the Local Government of Debrecen, has a decisive role and is responsible for the expenses incurred.

List the activities you have developed within the framework of the partnership?

For applicants with elementary level education several training and placement programs are offered. All programs refer to outdoor jobs, requiring deft hands, and creativity. All professions are outdoor jobs. The programs enable them to work in relatively flexible work schedule.

The carpenter, scaffolder, stonemason, steelworker and tinsmith on construction sites are all professions where great shortage can be seen not only in Hajdú-Bihar county, but in other parts of the country as well.

The participants are trained in their respective professions, as well as in how to present themselves on the job market and how to persuade future employers to hire them.

The labour market modules – communication training, how to find suitable jobs, how to integrate themselves into the communities already present at the workplace, how to lead their lives successfully, business studies – are included in our program because they help the participants in finding a job for themselves, and could be very helpful for them if they ever want to be self-employed entrepreneurs.

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What aims are you seeking to achieve in launching the partnership?

Based on the principle of equal opportunities, the training and the placement services are provided for both man and women. The main aim is to improve the integration of the Roma in the labour market and to help them to be self-employed.

Do you have an operating budget for the partnership?

Yes, we have.

Have you received any public and/or private funding for the partnership?

Yes, from a PHARE EQUAL budgetline.

How many people are working on the partnership?

9 people

How many people are involved in the partnership?

15 people

Have you set up monitoring procedures to evaluate the partnership?

Yes.

Is there any other important information not covered by the previous questions which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):

2. Details of the initiator of the partnership project

Question 2 is designed to elicit details of the individual/organisation whose idea it was to launch the partnership and which has been the driving force behind it from the outset.

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Contact person: Ms Tiborné Békési, Program Co-ordinator

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3. Details of the other partners involved in the partnership

Question 3 is designed to elicit details of the individuals/organisation who accepted the initiator's invitation to join the partnership and to illustrate the basic principle which underlies this difference between the partnership project initiator on one hand and the other partners on the other.

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Name: HUNÉP Rt.
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Name: KEVIÉP Kft.
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Name: Povolny Ferenc Szakképző Intézet
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4. Sector in which the initiator of the partnership project operates

Question 4 is designed to establish the economic and social sector in which the initiator of the partnership project operates?

Does the initiator of the partnership project operate in the primary / secondary / tertiary sector? (Please underline as appropriate and provide details):

The program offers trainings in outdoor jobs - namely carpenter, scaffolder, stonemason, steelworker and tinsmith - and labour market modules, such as communication trainings.

Does the initiator of the partnership project operate in the third sector. If so, in which area?
See above.

Is there any other important information not covered by the previous question which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):
No.

5. Sectors in which the other partners in the partnership operate

Question 5 is designed to establish the economic and social sectors in which the other partnership project partners operate.

Do the other partners in the partnership project operate in the primary / secondary / tertiary sector? (Please underline as appropriate and provide details):

The partnership is based on the co-operation, local governmental, profit and non-profit oriented organisations in Debrecen, in the second largest city in Hungary. Therefore all these three sectors are represented in this partnership' work.

Do the other partners in the partnership project operate in the third sector? If so, in which areas?
See above.

Is there any other important information not covered by the previous question which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):
No.

6. Special characteristics of the initiator of the partnership project

Question 6 is designed to establish whether any factors either related or external to the launch and operation of the partnership - economic and financial situation, employment situation, geographical location - have influenced the launch and operation of the partnership project for and by the project initiator.

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Do you think that the initial economic and financial situation of your organisation influenced your decision to form this partnership?

No.

Have you received funding? If so, from whom?

Yes, from a PHARE EQUAL budgetline.

Is external funding an important factor in the operation of your organisation?

Yes. Around 50% of the budget is financed by the state and 50% in financed by EU funds.

Is external funding an important factor in the launch and operation of the partnership project?

Yes, it was specifically designed to meet the criteria of being eligible for a PHARE EQUAL funding, which then provided the financial background of the operation.

Has the employment profile of your organisation - number of staff, nationality, age range, gender, employee status - influenced the launch and operation of the partnership project?

Yes. All of the necessary personal and technical skills were available for the successful project.

Outline the profile of your organisation in terms of number of staff, nationality, age range, gender and employee status.

Approximately 608 people work at the Local Government of Debrecen.

Distribution of age:

20-40 yrs: 321

40-60 yrs: 287

Distribution of gender:

Female: 516

Male: 92

Do you think that the geographical location of your organisation - urban/rural location, area of high/low population density, high/low immigrant density - has influenced the launch and operation of the partnership project?

Yes. However the unemployment rate in Debrecen is around 5%, which is a very favourable number compared with the national statistics, the socio-economic situation of the Gypsy minority is bad in Debrecen. According to the Local Government of the Roma Minority and Roma Civil Organizations there is an estimated number of 12.000 Roma citizens in Debrecen. The active workforce from this population is about 5.000, of which only 0,5% has any kind of documented skills. Naturally, the rate of unemployment among this minority is rather staggering: 95%. It means that 4.750 people are unemployed from this minority, mostly because of their lack of skills. As a result, they do not have stable sufficient income.

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Outline the geographical profile of your organisation indicating whether it is located in an urban/rural location or in an area of high/low population density or high/low ethnic minority density.

Debrecen is the second largest city in Hungary, situated in the Eastern part of the country. It enjoys a very unique situation in Hajdú-Bihar county, as it has no counterpoint. The total population of the dwellings of city rank in the county barely reaches the tenth of the total population of the city of Debrecen itself.

7. The socio-political environment of the initiator of the partnership project

Question 7 is designed to establish whether any aspects of the socio-economic situation of the initiator of the partnership project favour or promote the development of the partnership project in terms of the integration of ethnic minority populations and the fight against negative discrimination. Question 7 is broad and general in its scope.

Do you believe that there are conditions which control access to the employment market? If so, what are they?

Yes, there are several socio-demographic and other more subjective factors that may influence the labour market access. Age, gender, ethnic status, place of residence qualification and foreign language skills may be classified as socio-demographic predictors. Besides personal network and luck may be crucial factors as well.

Have these conditions which control access to the employment market affected the partnership project?

Yes, the project was designed to fight against ethnic-, and gender discrimination and to promote equal opportunities in the labour market.

Is there a national, regional or local framework which shapes the fight against negative discrimination?

At the national level, Governmental Office for Equal Opportunities was established in 2003 to combat against any kind of discrimination. Besides, the anti-discrimination act came into force in 2003. Several NGOs main aim to promote legal-, social- and psychological help for minorities. (e. g. The Hungarian Helsinki Committee, Habeas Corpus Group, European Union Monitoring Centre on Racism and Xenophobia in Hungary, Roma Press Centre, Romaversitas, Legal Defence Bureau for National and Ethnic Minorities (NEKI) etc.)

Have you had recourse to this legal framework which shapes the fight against negative discrimination in launching and funding the partnership project?

No.

Is there a regional or local framework which promotes the integration of ethnic minority populations?

Yes: Several NGOs work in this field. (See above)

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Have you had recourse to this legal framework which promotes the integration of ethnic minority populations in launching and funding the partnership project?

No.

Are there any political, social, cultural or media factors which led you to launch this partnership project?

No. We launched this project in order to promote the integration of the Roma minorities to the labour market.

Have you developed a social responsibility policy?

No

What do you understand by a social responsibility policy?

-

Have you developed a social label, a code of good practice, social audits, a gender equality policy, etc.?

Yes. In our view, the principle of gender equality is important indeed. Therefore the program provide training- and placement possibilities for both man and women.

The process of the training and enables feedback from the employers: The co-operator should notify the main applicant within 5 days on the end results of the educational and training modules. S/He is also required to report any problems that may arise, on the behaviour and advancement of the students and workers. If the main applicant (the Local Government of Debrecen) is not completely satisfied with either the activity of the partner, or its efficiency, or its professionalism, or the safety precautions taken during work and the quality of the education, it has the right to report these cases.. In case the main applicant fails to correct these difficulties following the second warning, the main applicant has the right to contract another partner.

Do you take part in social and economic benefit programmes at European, national, regional or local level?

Yes, we take part in ISPA economic programmes. Besides we have Portugal (CGTP) and Italian (AGEFOR) partners.

Do the other partners in the partnership project inhabit a different socio-political environment to yours?

Since different types of organisations are included, in this partnership program - namely Governmental Organisations, NGOs and business companies -, they represent various point of views and working environment.

Have your partners in the partnership project developed a social responsibility policy?

No.

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Have your partners in the partnership project developed a social label, a code of good practice, social audits, a gender equality policy, etc.?

See above.

Do your partners in the partnership project take part in social and economic benefit programmes at European, national, regional or local level?

No

8. Benchmarking

Question 8 is designed to measure social, economic and environmental performance in terms of the integration of immigrant populations and the fight against negative discrimination.

Do you think that this partnership project for the integration of immigrant populations and the fight against negative discrimination has changed your social and economic environment?

No.

Do you think that this partnership project for the integration of immigrant populations and the fight against negative discrimination has changed the social and economic environments of your partners in the partnership?

They might have become more conscious about these kinds of social problems and put a stronger emphasis on equal opportunities.

Do you think that this partnership project has influenced policies on the integration of ethnic minority populations and the fight against negative discrimination in terms of ethnic minorities?

Yes, the partnership program drew the attention to the importance of equal opportunities and the possibilities to improve the labour market situation of the Roma population.

Do you plan to introduce a social responsibility policy in your organisation as a result of the launch of this partnership project?

No.

Do your partners in the project plan to introduce a social responsibility policy in their organisations as a result of the launch of this partnership project?

No.

Has this partnership project led the emergence of solidarity networks? If so, explain how and detail the networks?

No.

Has this partnership project raised awareness of the issues involved in public authorities at European, national, regional or local level?

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Yes, These program was selected as one of the best European experimental labour market program and has been selected to the so-called “pink book”.

9. Social responsibility in business

Question 9 is designed to establish whether this activities carried out within the framework of this project has affected local businesses in terms of the integration of immigrant populations and ethnic minorities and the fight against negative discrimination.

Do you think that your partnership project has made businesses at local, regional and national level more aware of the issues of the integration of immigrant communities and ethnic minorities and the fight against negative discrimination involved or even led them to introduce these issues into their managerial policy?

Yes, that was one of the intended aims of the program.

Do you think that the businesses in your country, whether at local, regional or national level, are ready to embrace a policy of social responsibility in business (creation of a social label, a code of good practice, social audits, a gender equality policy)?

No.

Do you think that the businesses in your country, whether at local, regional or national level, are ready to join you in forming a partnership in the field of the integration of immigrant populations and ethnic minorities and/or the fight against negative discrimination?

Yes, some kind of attitudinal change has started recently, concerning minorities.