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I. INSTITUTIONAL SUPPORT AND FUNDING FOR ROMA INCLUSION

- *Please describe (if any) changes in 2014 in the participation of Roma in decision-making processes/arrangements and public administration structures.*

Appointment of the Prime Minister's Commissioner

Based on Regulation 4/2014. (XII.5.) the Prime Minister's Commissioner was appointed, who is responsible for:

- a) the review and assessment of the experiences during the implementation of the Framework Agreement between the Government and the National Roma Self-Government,
- b) the review and assessment of the scheduled achievements of the objectives set out in the Framework Agreement,
- c) based on the tasks in a) and b) carries out the necessary preparatory works for the extension of the framework agreement until 2020
- d) the Inter-Ministerial Committee for Roma Affairs set up by Decision 1199/2010 (IX. 29.) continuously ensures the overall governmental coordination of measures improving the lives of people living in extreme poverty and ensuring their social integration. The co-chair is the Prime Minister's Commissioner.

The April 2014 parliamentary elections

As a result of legislative changes in 2014 the parliamentary representation of nationalities was made possible for the first time. According to law XXXVI of 2012 Law the representative receiving its mandate from the national list as well as the advocates of nationalities are members of the permanent parliamentary committee on nationalities. The committee is the initiative body of the National Assembly concerning nationalities.

During the parliamentary elections in the small number of people voting for the lists of nationalities did not make it possible for any nationalities to gain a preferential mandate, thus they received could be represented only by nationality advocates. The Roma advocate representing the National Roma Self-Government is Felix Farkas, who took over his credentials on 30 April 2014 and was sworn in on 6 May. After the elections the Committee of Hungarian Nationalities was formed made up of minority advocates who take direct part in the preparation of legislation affecting minority communities.



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12 October 2014 municipal elections and nationality self-government elections

The local minority self-government elections in 2014 only could take place where, according to the census, at least 25 people were members of a particular nationality.

At the local nationality self-government elections of 12 October 2014 only those citizens were allowed to participate as electors or candidates who were on the list of national electoral voters at their place of residence. They could be enlisted (in order to participate in the elections) until the 26th of September. Candidates and their nominating organizations had to gather recommendations, and all candidates had to make the statement that during the preceding two general elections they were not candidates of other ethnic nationalities. Again it was possible to obtain a preferential minority mandate that could provide an opportunity for nationalities in settlements with high minority populations.

According to the data of the National Election Office during the national elections about 238 000 people have signed up to nationality registers, of which nearly 158 000 were Roma minority voters. Nearly 97 000 Roma gave their vote for 8710 candidates for 1197 local, 20 county-level governments and one national representative. This resulted in 3951 mandates. Those entitled to vote could cast their vote at their own settlements for nationality elections at all three levels (local governments, county and national governments). 344 local and 5 regional minority self-governments were formed, of which 283 were Roma local governments.

- *Please describe how and to what extent you have been cooperating with Roma civil society organizations, including the Decade Focal Point in your country, regarding the implementation, monitoring and evaluation of your Decade Action Plan or National Roma Integration Strategy.*

The Deputy State Secretary for Social Inclusion is responsible for operating the Decade Focal Point, and also to take part in the work of the following bodies, to coordinate and support their activities.

The results and the questions of social inclusion are debated by the Inter-Ministerial Committee for Roma Affairs (hereinafter referred to as TFCTB). TFCTB is the scene of government coordination. In addition - as a forum for civil coordination - the Roma Coordination Council (hereinafter referred to as the ROK-T) was set up to monitor the fulfilment of the Framework Agreement, and to facilitate and evaluate the implementation of tasks.

a) Roma Coordination Council

ROK-T was set up to monitor the fulfilment of the Framework Agreement, and to facilitate and evaluate the implementation of tasks. The ROK-T co-chair is the Chairman of ORÖ, the members are Roma non-governmental organizations, churches, local government associations, national and regional governments of the Roma minority, the National Economic and Social Council, the Commissioner for Fundamental Rights and experts appointed by the President of the Hungarian Academy of Sciences. Invited permanent members are the presidents of the Equal Treatment Authority and the Central Bureau of Statistics, representatives of the Human Rights, Minority, Civil



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and Religious Affairs and Employment and Labour parliamentary committees. ROK-T holds at least 2 meetings annually.

b) The "Let it be Better for our Children" National Strategy Evaluation Committee

The State Secretariat Responsible for Social Affairs and Social Inclusion is responsible for monitoring the implementation of the "Let it be Better for our Children" National Strategy (2007-2032) against child poverty adopted by Parliamentary Decision 47/2007. (V. 31.). In May 2011, the Government amended the 1053/2008 (VIII. 4.). Decision on the "Let it be Better for our Children" National Strategy Evaluation Committee to show stronger government responsibility. The revised Evaluation Committee consists of 12 government representatives and 12 representatives of non-governmental organizations, churches, trade unions joined by permanent invitees. The Chairman of the Evaluation Committee is the Secretary of State for Social Affairs and Social Inclusion, co-chairman is the person elected by the non-governmental members. The Committee is responsible for the planned and systematic monitoring of the implementation of the strategy, to further develop follow-up methodology, to develop the indicator system measuring child poverty, data collection, analysis and publication. In this way it supports the implementation, monitoring, annual review and triennial revision of the social inclusion strategy.

c) Inter-Ministerial Committee for Roma Affairs

The Inter-Ministerial Committee for Roma Affairs set up by Decision 1199/2010 (IX. 29.) continuously ensures the overall governmental coordination of measures improving the lives of people living in extreme poverty and ensuring their social integration. The co-chair is the Prime Minister's Commissioner.

d) Roma Affairs Council (CET)

The establishment of CET allows the evaluation of the implementation of the measures taken as part of a direct dialogue at the highest level of the government structure and in response to direct feedback with the involvement of the ministers and stakeholders concerned, while it also creates a forum for identifying further measures necessary for promoting the inclusion of the Roma.

The Council makes recommendations with respect to the Government's social inclusion and Roma policy, monitors the attainment of the targets in the framework agreement between the Government and the National Roma Self-Government, and reviews the reports prepared by ministers involved in the implementation of the framework agreement and the National Roma Self-Government. The Council is chaired by the Prime Minister and is co-chaired by the Prime Ministerial Commissioner. The Council held its first meeting on 7 May 2013.

e) Anti-Segregation Roundtable

With the creation of the Antisegregation Roundtable the government's intention was to prohibit all unlawful separating / segregating education which is an obstacle to the social inclusion of disadvantaged children not only by regulation, but also through effective measures to eliminate segregation. The Roundtable includes professional in the education of disadvantaged children, professionals working in education management as well as other public actors. A working group of the Roundtable is aimed at developing a medium-term strategy for a specific desegregation measures, and the preparation of implementation.



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f) Local cooperation

There is ad hoc local cooperation between Roma civil society organisations and local governments based on local programmes and topics. The State Secretariat for Social Inclusion does not seek to oversee these relations but enhances their ongoing development, inter alia, by providing grants for the operation of civil organisations and training programmes with a view to helping the representation of local Roma communities.

g) Participation in the work of the local equal opportunity roundtables

The nationality self governments are involved in the work of local equal opportunity roundtables, and thus become partakers of actions for local development and equal opportunity.

h) The Roma Textbook Council

In 2015 there was an initiative of the Minister to set up a working committee with the task of reviewing experimental and other textbooks published the Education Research and Development Institute and make recommendations for correction. The examination covers content about and appearance of Gypsy/Roma communities and society and makes suggestions for change.

The review is continuous. The task was a conference held on 20 July 2015 with the title „Together with dignity: the presence of Roma/Gypsies in Hungarian textbooks“. One of the tasks of the Working Committee – which also helped the conference – was the identification of principles under which the review will begin.

- *Please describe briefly the process of monitoring and evaluation of policies targeted towards Roma. How do you measure the impact of these policies (through field visits, surveys, independent evaluations etc.)?*

During 2013-15 research and analysis are achieved partly from EU funds as part of the strategy, its monitoring and planning of further activities. The large-scale research of Roma living conditions has been completed comparable to the results of the previous ones (2003, 1993, 1971). The final report of the research and data available on the website of the National Institute of Family and Social Policy at <http://www.modernizacio.hu/iii-piller-kutatas/romakutatas>. The population estimate and the basic demographic characteristics of the Roma population were explored by the Population Research Institute based on census data.

Data on 'affiliation of Roma nationality' constitute a good basis for planning and monitoring of developments. It is also with CSO collaboration upon which the regional indicator system to NTFs was based – its development is also planned. The Ministry supported current issue of the biannual Household Survey of TÁRKI Social Research Institute on the living conditions of the Roma. Social impacts of interventions at the date of autumn 2014 were prepared and published by TARKI in March 2015 to show the indicators of social processes based on the TÁRKI Household Survey evaluation study. The research studies are available at

http://www.tarki.hu/hu/research/hm/monitor2012_teljes.pdf and



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<http://www.tarki.hu/adatbank-h/kutjel/pdf/b333.pdf>

In order to track the implementation of the NSIS, a separate monitoring system has been recently set up to monitor and report upon the implementation of programmes within a standardised framework (see annual reports at romagov.kormany.hu). Monitoring and evaluation are assisted by the Social Inclusion Indicator System (also public) developed by an independent research institute, with data regularly uploaded by the Central Statistical Office. Its purpose is to monitor the impacts of the measures of the Strategy. A Monitoring Committee has been set up as professional inter-sectorial coordination and consultation forum within the framework of TFCTB that regularly forms opinion on strategic actions and the effects of government interventions.

The methodology of the National Segregation Database has been prepared by CSO and its partners. Using the methodology developed in the wake of the 2011 census data, with contribution of the World Bank and support from the Ministry of Human Capacities (MHC) the CSO is expected to create the database in 2015. The so-called segregation maps will also be available under this project in the Lechner Knowledge Centre's TEIR system.

- *What is the total amount and percentage of the 2014 national budget dedicated to the implementation of the Decade Action Plan or National Roma Integration Strategy in your country?*

It is difficult to determine the total amount of funds that were dedicated to Roma integration in 2014. The reasons are as follows:

- The Hungarian National Social Inclusion Strategy does not consider the Roma as the sole target group but focuses on those living in child poverty and extreme poverty as well, and therefore the programmes featured in the action plan of the National Social Inclusion Strategy for the years 2012-2014 also extend to these groups. While there are targeted programmes, due to general data protection regulations, the Roma do not emerge in the programmes as a separate group, or do so only on the basis of voluntary individual declaration.
- The above-mentioned action plan identifies the resources dedicated to the measures that serve social inclusion in every instance – in many cases, the allocated funding is not determined in exact terms, and therefore it is impossible to tell exactly how much funding was used for a given measure. The amendments made to the programmes featured in the action plan and any interim changes, too, render the designation of funding in exact terms highly difficult.
- A methodological difficulty additionally stems from the fact that certain programmes cover more than one year, and it is hard to separate the funding that was used in a particular year, such as in 2014. At the same time, neither the interim reports of projects are tied to calendar years.

Upon the development of the action plan of the National Social Inclusion Strategy for the years 2012-2014, the amounts and sources of the funds necessary for interventions requiring funding for their implementation were identified. Based on this, the total budget of the action plan covering all measures' (and not only those concerning the Roma) amounts to some HUF 239 billion over this period. This includes both EU and national funds.



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- *What kinds of funding sources (local, national and international) are considered for the implementation of the Decade National Action Plan/National Roma Integration Strategy in 2015?*

Funding is provided from both national and EU sources and own finance. Development projects are carried out primarily from EU funding, while long-term operation is funded from state and local sources.

2. EDUCATION

- *Please list any mainstream and targeted policy measures that were designed and implemented at national or local level to support Roma education in 2014 with a special focus on the goals and implementation of the Decade National Action Plan/National Roma Integration Strategy (if applicable). Please include measures such as: improving early childhood education and care, reducing early school leaving, encouraging Roma participation in secondary and tertiary education, desegregation measures, inclusive education, teacher training etc.*

Sure Start Children's Centres

Sure Start Children's Centres represent a key starting point in the inclusion process by offering help to disadvantaged children and families. The goal is to help those living in extreme poverty, mostly Roma, and socially disadvantaged children with early development services essential for future integration into kindergarten and school. Sure Start Children's Centres were awarded some HUF 2.7 billion in funding between 2007 and 2010 through the SROP 5.2.2 programme. Since 2012, the Children's Centres have been financed from the national budget with aid worth HUF 293 million. By the end of 2014, 112 Sure Start Children's Centres operated in total. Since January 2013, Sure Start Children's Centres have formed part of the system of services described in Act XXXI of 1997 on the Protection of Children and Guardian Administration.

Integrated regional programmes for the improvement of the opportunities of children and their families for social inclusion (Social Renewal Operational Programme - SROP 5.2.3.)

The purpose of these programmes is to guarantee the welfare of children and to break the poverty cycle of disadvantaged families within the framework of integrated micro-regional programmes implemented in the most disadvantaged micro regions (MDMR) areas. Most important areas of the complex programme: coordination of services, health prevention, launch of early childhood services, including Sure Start Children's Centres, communal, leisure-time and sports programmes, programmes assisting school integration, school-based social work, operation of youth information points, career orientation for young people. In the case of SROP-5.2.3-A-11/1, 6 micro-regions were awarded HUF 2,992 million (total allocation: HUF 3,400 million), while as part of SROP-5.2.3.A-12/1, 17 micro-regions were awarded aid worth HUF 6,987 million (the total allocation amounted to HUF 7,210 million).

The mentoring of Sure Start Children's Centres is assisted and professional and methodological support is provided for the development of local/regional programmes from the SROP 5.2.1 priority



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project which has been operational as of the 1st half of 2008. The allocation of this project for the period of 2012-2015 is HUF 1.86 billion. As a result of this measure, the number of operational integrated micro-regional child chance programmes has increased to 23.

Overall more than HUF 13 billion of EU funds help the social inclusion of the most disadvantaged children in the country's micro regions densely populated by Roma providing early childhood development, combating school disadvantages, helping spend free time usefully. The three waves of development are implemented in 23 of the most disadvantaged micro-regions. Until February 2014 more than 32 thousand children took part in equal opportunity services, 60% of them being disadvantaged or multiply disadvantaged. Programs in most disadvantaged areas also gave work to 1500 professionals.

Development of nurseries and kindergartens

The expansion of nursery capacity is carried out in the most disadvantaged micro-regions of the country with a significant Roma population. Funds worth HUF 2.2 billion have been allocated for refurbishing and modernising 8 existing institutions in Northern Hungary (586 places), while 4 institutions are being enlarged by 172 new places. Kindergartens are being refurbished and enlarged by 4,999 new places from total funding worth HUF 15.26 billion. The implementation of projects is in progress.

Overall 6000 new day care places will be created for children under 3 years of age in 107 new institutions and more than 4800 existing places will be renovated using EU funds by 211 organizations in 7 regions from 2010 to 2015. About 1,000 new jobs will also be created.

In the period from 1 March 2014 to 28 February 2015 more than 1 billion HUF were spent on 100 new and 266 renovated places. Until 30 June 2015 another 212 places will be renovated and modernized, and 72 new places created by 2 organisations (these data are included in the cumulative figures above).

Surveys about the attendance of disadvantaged children in kindergarten show that in case of a shortage of places especially children above five years, as well as those are admitted where both parents are working. The children of poorly educated, unemployed or disabled parents are most likely to being denied access. There are a substantially higher proportion of Roma young children who are beginning kindergarten at age 5, compared with non-Roma children, the majority of whom will begin kindergarten at age three. This Government intended to address the situation, therefore as of 1 September 2015 the mandatory kindergarten age will be 3. Expansion of kindergarten places was supported.

Offering free meals to disadvantaged children

Expanding the scope of free summer meals for the recipients of regular child protection allowance:

In 2014 local governments were awarded funds (a total of HUF 2.64 billion) in a similar way to that of 2011-2013 taking into account the situation of the municipal government, own funds and the number of children in need. The Ministerial Decree of 20/2014. Regulation (III. 20) appeared in the Hungarian Gazette.

The ministerial decree kept targeted support in mind, thus settlements were classified into three categories in accordance with past practice. The demand for support was in line with their level of disadvantage: most disadvantaged communities could require support after all children receiving the



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regular child protection allowance, disadvantaged communities after 75% of them, while those settlements in an average position after 62.5% of them. The ministerial decision on the allocation of remaining fund was taken on 4 November 2014.

In 2015 subsidy application also takes into account the position of the settlement, and most disadvantaged communities are able to apply for support after all those receiving regular child protection allowance, disadvantaged settlements up to 77,5% of them, while those in an average position after 65%. The budget was increased to HUF 3 billion.

Extension of free meals to those pupils in high school receiving regular child protection allowance: taking into account budget resources free meals should be extended to secondary schools. In 2013 total budget resources for free or supported meals (in nursery, kindergarten, elementary school grades 1-8) increased from HUF 29,764.4 million to HUF 44,799.3 million. The specific amount has risen to HUF 102000/person/year (from the previous HUF 68 000), thus fiscal support for free and reduced meals was at a higher rate. In 2014 significant changes occurred in catering to children because local governments (or those maintaining institutions) are financed task-based (regarding payroll and operational assistance), which is a considerably more predictable and more stable operation. Between 2010 and 2014 about 83% increase (nearly HUF 23 billion) was realised in the central budget regarding meals for children. In 2014 the amount spent for this purpose was HUF 52639.6 billion. In 2014 the extension of the free and reduced meals was not realised to high school students for the lack of political decision.

In 2015 the central government provides HUF 58 billion of funds to support the children's catering functions of local governments. Due to the amendment of the law on the protection of children and guardianship administration (Law XXXI of 1997) the scope of recipients of the child's meals will expand in two phases during the year:

- from 1 July 2015, children in foster care under formal child protection and young adult students in after-care children will receive free meals; about 18000 people are provided meals free of charge;
- From 1 September 2015 those in nursery care or kindergarten will receive free meals – in addition to children eligible for regular child protection support – that live in families with three or more children, the chronically ill, children with disabilities and their siblings in nursery or kindergarten, as well as the children in families with less than three children in the event that the amount of the family's net monthly income is below 130% (2015: HUF 89408) of the minimum wage per capita. With this amendment some 172 000 new preschool, kindergarten children will become eligible for free meals, and about 53,000 more nursery school, kindergarten children (children in families with three or more children, and the chronically ill, disabled children) will receive a 100% discount on meals rather than the current 50% discount.

Integrated Pedagogical Programme

The **Integrated Pedagogical System** serves the successful advancement and social integration of students. The goal of this system is to minimise the role of the family's socio-economic status in the school progress of children, to encourage the use of effective and innovative teaching methods, and to promote the kindergarten participation and successful advancement in school of under-privileged and disadvantaged children. It also seeks to reduce segregation, to strengthen cooperation with other sectors and the parents of disadvantaged children, and to financially reward the teachers involved.



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In 2013 the Klebelsberg Maintenance Institute was established, which is responsible for maintaining state-run public educational institutions, thus the regulation of integration and ability development training programs of government and non-government educational institutions were separated. EMMI Regulation 54/2013. (VII. 26) was applied to non-government, and non local government public educational institutions in 2013, while 24/2013. (VIII.1.) EMMI instruction was applied to state- or local government-run schools. IPR support to non-state, non-governmental institutions maintained was HUF 396 million, and state and municipal institutions also received HUF 3,608 million, and municipal kindergartens were paid a total of HUF 500 million in 1763 facilities. Teachers from 2013, are not be funded, as the teaching career model for teachers included honouring additional activities based on an area-based approach (disadvantaged sub regions' teachers are supported).

Alternative education and second chance programmes

SROP 3.3.9 calls to support study hall and second chance programs were published in the 3rd quarter of 2012 in the Central Hungary Region and in convergence regions, while specific proposals were published to support programs in disadvantaged small regions. Grant contracts with a value of around HUF 7.5 billion were signed in 2013; the projects will be implemented by June 2015. SROP 3.3.9 supported a total of 125 study halls. In October 2013 an additional 28 study halls were supported by HUF 810 million in convergence thanks to Gov. Decision 1736/2013 (X.11.). They can implement their programs by 30 October 2015.

Under the „Study Hall-type programs for disadvantaged small regions“ an additional 24 study halls in disadvantaged areas were provided 510 million HUF support in October 2013 by Decision 1736/2013 (X.11.) in the framework of the SROP 3.3.9.C-12 programme. These study halls can implement their programs by 30 October 2015.

The number of study halls has increased from 60 to 125, and around 4000 students study in study hall programmes and another 1200 students within the framework of the second chance program.

Supporting the school success of disadvantaged students in secondary education (SROP 3.3.10)

The SROP 3.3.10 program aims to contribute to reducing the high school drop-outs supports disadvantaged high school students to obtain a secondary degree, and their entry into higher education. A basic objective of this scheme is to increase the number and proportion of disadvantaged and multiply disadvantaged students acquiring a secondary degree, increase the number of disadvantaged candidates to higher education, and support learning systems that respond to individual learning needs and thus contribute to the development of personal skills. Project aims:

	Target	Expected
Institutions involved	100	91
Students reached	3000	2800
Graduated students	2500	2200

The implementation of the program is underway. The project ends on 30 June, 2015, but a few applicants asked for an extension of the implementation period by 2-3 months. We asked the Managing Authority for the success of the implementation of extensions to grant a permit. The exact number of participating students can be considered after closure.



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Targeted programmes to reduce early school-leaving

In order to develop a national strategy for reducing early school-leaving, the Educational Research and Development Institute, Tempus Public Foundation and Corvinus University of Budapest submitted a proposal in response to the 2012 LLP Call for Proposals KA1 Specific EACEA/20/2012 "Implementation of European Strategic Objectives in Education and Training (ET 2020)" programme to the European Commission. The main objective of the project was to formulate policy recommendations for the preparation of national strategies regarding early school-leaving. The implementation of the project started in March 2013. By the end of 2014, a medium-term strategy to combat early school-leaving was completed and adopted. The strategy covers childcare and educational institutions from early childhood to upper secondary education, and contains measures to enhance young people to return to school. The document pays particular attention to student groups with a high risk of early school leaving, to disadvantaged and multiply disadvantaged students and students with special educational needs.

SROP 3.4.2 "Integration of children with special educational needs (Development of Professional Services)" serves the quality education of pupils with special educational needs, their access to inclusive education, prevention of school dropout and the unjustified classification as disabled. The results of the measure as of March 2015:

- Integrated monitoring system (INYS): its use began in September 2014, and tracks detailed pedagogical activities with children and students. It shows you where, when and how care activities were carried out, what professionals and experts were involved and what their findings were. Its use is mandatory for all service providers, and it united various software and data records of service providers.
- Development and adaptation of testing and development processes: 13 tests/processes (in progress).
- Involvement/trained professionals

Activity	# of participants
Information days and workshops	851
Best practice workshops	174
Networking workshops	375
Professional protocol preparations	1074
Integrated monitoring system (INYS) preparations	727
"Preparing supervision experts for pedagogical and professional inspection" and "Preparing experts in teacher evaluation," accredited (30 hours) courses	19
Research-based training to perform tasks related to pedagogical services	350 (in progress)
Training for obtaining a teacher's professional examination	162 (in progress)

- Indicators:
 - a. number of professional workers: 5131
 - b. number of pedagogical service institutions: 20 county institutions (the number of school district institutions is approximately 200)
 - c. developed protocols: basic protocol: 1, faculty protocol: 10

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Teacher training

Theoretical information and practical skills must be integrated into teacher training and the relevant output requirements for the purpose of facilitating the integrated education, personality development and the fostering of the skills and talents of disadvantaged children and young people, including Roma.

Several programmes serve the attainment of this goal. The "Development of Innovative Schools" (SROP 3.1.4) projects with funding worth HUF 20.02 billion started in 2013. The "Promotion of teacher training" (SROP 3.1.5.) project with an allocation of HUF 11.25 billion has also started and will extend to September 2015. The projects of the HUF 5 billion call for proposals "Kindergarten development" (SROP 3.11.1) started in 2013. As a result of the projects, 300 teachers will obtain certificates, 3,000 teachers will participate in e-learning training courses, 400 consultants will be trained, 4,000 vocational school teachers will receive training, and 450 schools and 800 kindergartens will be awarded funding for development.

Activities in the SROP 3.1.1.II. project

Activity	Results
Early childhood specific protocols	5 protocols
Number of Early Childhood Professionals that took part in testing the „Client-road model"	42 professionals
Number of early childhood education courses (before accreditation)	3 courses
Number of professionals involved in pilot training programs	61 professionals
Developed "Client-road models"	1 model
Number of labour market transfer programs	8 programs
Number of professionals to support the testing of the labour market transfer program	50 professionals
Number of standardized tools testing language ability	5 educational diagnostic testing tools

Scholarship programs

Under the 'Road to high school' and 'Road to maturity' of the On the Scholarship Program there are HUF 2 billion of EU funding available in 2015. Applications for the 2014/15 academic year were published on 20 May 2014. In the 'Road to profession' sub-program funding was only possible in 2014 to support running contracts. In 2014 the "Road to higher education," was financed from the central budget by HUF 200 million and by HUF 210 million in 2015. During the 2014/2015 school year 816 students were supported in the framework of the program. Professional support is provided to sub-programs within the framework of an EU-project.

Implementation is continuous. The 2014/2015 implementation of projects was according to plan with the above mentioned exception in the 'Road to profession' sub-programme due to the lack of resources. The closing of the tender is expected in September 2015, the new projects are under preparation. 2014/2015 academic year results: participating disadvantaged students: 12832, of which 6714 people were of Roma origin.

In the course of implementation a difficulty is that the Road to high school and the Road to maturity sub-programs are now funded by EU resources in the 2015, 2016 and 2017 school years. For this



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reason the method of implementation varies considerably. An additional difficulty is that the priority project is unable to start prior to April due to organizational changes, so a strong risk that publication of tender for the student-mentor pairs cannot happen on time.

The program has been transformed in recent years, the level of student scholarships increased and it now recognizes student performance as a bonus. The scholarship depends on the student's educational performance, in the event of an excellent academic record of a secondary school pupil HUF 15000 / month is granted.

The Arany János Talent Development Programme (AJTP), the Arany János Programme (AJKP) and the Arany János Vocational Programme (AJKSZP) help the higher education, graduation or obtaining a profession of disadvantaged, needy students by offering complex - educational, social, health, cultural - support. More than 4,000 students participate in the three programs in 2015.

In the 2014/2015 school year career orientation activities are implemented with the objective of strengthening further learning within the framework of cooperation between Roma higher education colleges and the Arany János Vocational Programme.

A quantitative study of the programs' effectiveness in 2014 showed the Arany János Programme to include the appropriate target groups (eg. for AJKP and AJKSZP low-educated fathers appear five to seven times more often and mothers three to four times than the average), students and families are motivated in secondary or tertiary qualification, and all three Arany János programmes offer the chances of a successful group mobility – particularly for most disadvantaged pupils. The students' family background characteristics: poorly educated parents, low number of cultural goods; the ratio of active parents is high, but also a high risk of unemployment; 10-20% are in extreme poverty; in AJKSZP there are more low educated and inactive parents; AJKP has the highest proportion of Roma children; based on students' backgrounds AJTP students can be rated between vocational school and vocational high school students in Hungary.

Without the program, 24% of AJKP students would not have been given high school education but would have learned in vocational school, 23% of AJTP students would have missed high school education without the program.

Network of Christian Roma Special Colleges

Until the end of 2015 the expansion and operation of Roma Special Colleges is made possible from the SROP 4.1.1 (HUF 1,150 million) source, the implementation of the projects is underway. EMMI TFFÁT supported the Christian Roma Special College Network in 2011 by 105.3 million HUF, in 2012 by 112.1 million HUF, in 2013 by 10 million HUF and in 2014 by 22.5 million HUF. The amount was spent to start and operate, for scholarships, professional tasks, and development of infrastructure (reconstruction, maintenance).

In 2013 and 2014 the Special Colleges Christian Roma were supported within the framework of the National Talent Programme by HUF 3 and 5 million per college.

In the 2014/15 school year 235 students studied in 8 student colleges. Legal operation was secured by Government decree on national academic excellence 24/2013 (II. 5).



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Mentoring in higher education

The participation of disadvantaged students in higher education must be supported with mentoring, coordination and consulting services in institutions of higher education. This goal is served by the programme "Promoting regional and sectorial cooperation in higher education and furthering integration in rural higher education" (SROP 4.1.1/C), which supports these services in higher education institutions with civil society partners. 15 projects with aid worth HUF 16.923 billion serve the underlying objective. After the development of services (deadline: 30 June 2014), 1200 disadvantaged students receive mentoring, consulting and training services based on individual needs.

23 students participated in sub-regional mentor training in the project at the University of Miskolc, and 15 medical students received health mentor training. 40 instructors participated in tolerance and sensitizing trainings. 34 academics were trained in dealing with students with learning difficulties or disadvantaged students.

A study at the Széchenyi István University entitled "Institutional methodological study to develop mentoring services" was produced within the framework of the project.

At the University of Szeged the needs of Roma and disadvantaged students and students with special educational needs have been mapped within the project.

At the University of Kaposvár, in the context of the project, two pilot projects have been launched, each for 10-months of mentoring (the first between 13/11/01 and 14/08/31, the second from 14/03/01 to 14/12/31 for 11 and 8 students, respectively). The Pilot Project involved 5 mentors from 13/04/01 to 14/11/30. 40 people have been given tolerance training.

At the University of Pécs in the framework of the project in 2014 April Vajszló hosted the program 'Identity and locality: developing mentor skills and social sensitivity in a disadvantaged Baranya micro region'. Students at the University of Pécs held workshops, training sessions, lectures and interactive archaeological field visits to 14-18 year olds students aiming to advance to further education. The students acquired experience during preparation programme execution that contributed both to their mentoring skills and social sensitivity.

- *Please describe to the extent possible the impact of the measures your government implemented in 2014 (including quantitative and descriptive data). For the purpose of peer to peer learning, kindly consider to include also measures with negative impact on Roma inclusion and explain the process to minimize such negative impact.*

The implementation of the National Social Inclusion Strategy began in 2012, and social impacts cannot be assessed over such a short term. In the case of most measures, including the actions in education, we can only rely on output data.

It is important, nonetheless (even if not in the context of the assessment of the impact of the measures), that the figures of the 2013 large-sample Roma survey show a rise in the level of qualifications. However, this increase falls short of the educational expansion that may be observed in the entire country. For instance, in the last nine years (2003-12), while the percentage of degree-holders increased by 6 percentage points in the entire population, the percentage of degree-holders within the Roma population only increased by 0.6%. We may observe the most significant improvement in the educational qualifications of the Roma population in the field of the completion of the 8 grades of elementary education and vocational training.



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Employment data have also improved: in April-June 2015 the number of employees was 4,201 million, 126000 more than the year before. The employment rate of those aged 15-64 increased to 63.8% according to CSO data without further breakdown in ethnic affiliation or education.

3. EMPLOYMENT

- *Please list any mainstream and targeted policy measures that were designed and implemented to support Roma employment in 2014 with a special focus on the goals and implementation of the Decade National Action Plan or the National Roma Integration Strategy (if applicable). Please include measures such as: tailored job search assistance, first work experience programs, targeted activation measures, measures supporting self-employment and entrepreneurship, measures promoting employment of qualified Roma civil servants, eliminating barriers, including discrimination, to entering the labor market, etc.*

Public Employment Programmes

Under the new public employment scheme the state organizes public employment, and responsibly provides help and value-creating opportunities beneficial to the public. Public employment is not a goal but a means to enter the primary labour market, so that it must be regarded as a method of transition.

1. During the period between 1 January to December 2013, 387,069 people took part in one or more programs. Of the individuals concerned have 210,126 people had no more than primary school education. Among new entrants 39,256 people were those where public work was the first legal employment opportunity. 20 620 people declared themselves to be ethnic Roma, that is a voluntary declaration. According to Interior Ministry estimates until 20 December 2013 the number of Roma involved in public works' schemes was 20%, or up to 77 000 people. Based on data for 2013 10.8% of participants in public employment 6 months after completion of the program found work on the primary labour market, while 26% in supported employment on the secondary labour market.

In autumn 2013 the Government decided that out of the total 200000 in winter public employment programs 100000 people must be included in training in the framework of the SROP 2.1.6 program between December 2013 and March 2014. Accredited official trainings, skill oriented trainings and those for the development of basic skills could be supported. Between 1 December 2013 and 10 March 2014, 99571 people were enrolled in winter courses of public employment, of whom 22,107 people declared themselves to be Roma. The National Labour Office undertook the training of 10 000 people out of goal of 137 000. Declaration of Roma national minority was voluntary at the beginning of training. According to 10 March 2015 data of the total of 167,671 people involved 36,006 people declared themselves to be Roma.

2. In the framework agreement between the Government and the National Roma Self-Government a crucial role is given to Start work programs as immediate measures in providing 100 thousand jobs. However, it must be kept in mind that the long-term goal is the employment of the Roma people on the primary labour market. The Medium-Term Public Employment Concept (2012-2014) gives the inclusion of Roma in Start work programs a high priority.



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The Ministry of the Interior planned to involve of 30 thousand Roma job seekers in Start work public employment programs according to Law CCIV 2012 on the 2013 central budget of Hungary. Roma public employees were selected on the basis of joint decisions of the local job centres and nationality self governments. Micro regional Start work programs continued in the year 2013, so continuity was ensured in agricultural training. The agricultural program element of the training was compulsory, and so was employment during the period of compulsory education. Under the agricultural program elements linked to the SROP 2.1.6 program, participants took courses in animal husbandry (1 year), 1.5 years of household crop production and preservation or 2 years of training in both. Based on the period of training this meant 2-days' practical and 1 day theoretical training per week. 19,418 people were involved in microregional projects based on local needs.

3. In 2012 a national public employment program was launched within the framework of which ORÖ supported the involvement of Roma people by 360 public employment coordinators until the end of March, and helped those who found work to keep their jobs. Set up in the framework of public employment this meant a network in 19 counties and Budapest to help activate and inform people. 6880 people were involved in the session-training courses usually of short duration to perform specific work phases of national public employers. According to the report of ORÖ 58,390 people were contacted as well as 6,836 institutions and employers to give employment or public work to 5 634 people. Another result is that 2,896 people – that have not yet registered – appeared in the system. 22,166 Roma declared the forms of help needed to work. Based on the program ORÖ proposed a new national public employment program to start in the second half of 2013. According to the proposal, supported by the Ministry of the Interior, between 1 November 2013 and 30 April 2014 a nationwide public works program was launched by ORÖ with 125 employees, which operates a network of after-care for the Roma.

4. Among the job seekers data until May 2013 the National Employment Service could not keep the records of nationality belonging. According to Act IV of 1991 on the promotion of employment and support for the unemployed from 3 May 2013 employment authorities can record data on nationality affiliation.

5. A dominant condition in the transition from public works to the open labour market is that public works' participants receive continuous training in line with market demand. One of the most important tasks is training for those in agricultural sample programs and national public employment programs, funded by the SROP 2.1.6 "Re-learn" scheme launched in 2012.

To increase chances of those involved in public employment on the open labour market, the program offers the development of basic competencies, and also remedial training and accredited courses for those without a primary school degree. The public work-related courses are aimed at acquiring knowledge related to work that establishes the foundations of professional and safe working conditions in public employment in the short term, yet effectively contributes to the employability of target groups in the long run.

Trainings are conceptually divided into two groups: one is organized for the agricultural participants of the start work pilot program, while the others are offered according to the needs of national public works' employers.

Trainings within the framework of agricultural sample programs:



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19,448 people were involved in the agricultural micro regional sample programs based on local needs. 9131 people were involved in the trainings of national public works' employers usually of short duration to perform a particular work phase.

It is essential to provide funds to regions in coordination with other active employment policy measures in order for these types of developments to act in a complementary manner besides opportunities to take part in the primary labour market.

Increasing the labour market opportunities of the most disadvantaged groups

This measure is fulfilled by the special program of TKKI SROP 5.3.8/B 'Motivation trainings and support services to increase the labour market chances of the most disadvantaged groups' of HUF 7.31 billion. The contract was signed in 2012. Later that year methodological materials required by project activities (recruitment, registration and data collection, community development, mentoring, developing training programs, organization and management skills' training, employment opportunities, preparation, monitoring, internal audit, monitoring, complaint handling activities preventive and corrective activities, certain IT activities – were developed involving TKKI staff. The expected result of the project was the involvement of 30,000 people. By the end of February 2014 14,330 people were involved. The recruitment process involved, among others, ORÖ, too.

The project is closely related to the priority project SROP 5.3.10 'Improving the lifestyle competences of most disadvantaged groups', of which the grant contract signing took place in March 2013. The basic philosophy behind the two priority projects is that no one is left behind even if they cannot perform certain standard norms, but we are looking for individual solutions. Thus people not involved in training based on competency measurements in the SROP 5.3.10 project receive another chance. Therefore the SROP 5.3.10 project uses not norm-oriented, but criterion-oriented tools. It is planned that the number of people reached with the program will be 13,000, the number of those in training 6000 (current data available: 1,611 people), those successfully completing training will be 4500 (currently 1,323 people), while those in training and employment will be 1800 (currently 69).

Labour market programs for the disadvantaged (decentralized programs in convergence regions)

The SROP 1.1.2 "Improving the employability of disadvantaged groups (decentralized programs of convergence regions)" program helps disadvantaged job seekers to the labour market by comprehensive, personalized assistance and services. The special project was launched on 1 May 2011, in the country's convergence regions with the Ministry of National Economy and county labour centres implementing it. Available funds were raised to HUF 106 billion in June 2012 by a government decree. A total of 110,000 people had been proposed to be involved (16,500 Roma job seekers), while the result was 140,387 people involved, of whom 21,363 were Roma. In addition 57,980 people in training had been planned and 88,000 people to successfully close their individual program: by contrast 72,314 people were involved in training, and 88,621 individuals ended successfully their programs. It was planned that there would be at least 32,000 people in work 180 days following the successful closing of individual employment programs, while the fact was 31,358 people.

In order to ensure Roma involvement county labour centres had to employ 2 people as Roma referents and another 40 people (2/county) were trained by OFA NKft. as Roma employment coordinators receiving three months of work experience in September-November 2012.



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The SROP 1.1.4 special project – as a mirror to SROP 1.1.2 – from 1 May 2011 onwards also helped the labour market entry of disadvantaged jobseekers in the Central Hungarian Region in Budapest and Pest county labour centres integrated into government offices. Available resources increased to EUR 7 billion, and implementation to 3 years. The project was completed on 30 April 2014, and indicators were achieved: 10,251 (target: 7000) people were involved, 5713 (3500) people have successfully completed training out of the 6,196 (4,200) involved, and 8940 (5950) people had successfully closed their private plan. 3697 (2250) people were employed at the closing of the six months' employment phase. The number of Roma to be involved was not an indicator.

To support community tasks SROP 1.4.1 facilitates non-governmental organizations to carry out local initiatives with the help of a total of HUF 2.86, where the preparation, the development of flexibility and the temporary employment of disadvantaged job seekers is carried out in order to be later employed permanently the private sector. The number of Roma is a horizontal aspect in the scheme, 35 projects in convergence region and 13 in Central Hungary are implemented, and some of them have already been completed.

The SROP 1.4.3 call for proposals 'Supporting innovative, experimental employment programs' has a budget of HUF 5.1 billion. One of the main aims of the proposal is to test a work organization or employment method on the target group or organization never tried before, and create an adaptable model by the accurate recording of activities and results later used by other organizations and policy. The program promotes the open labour market involvement of active or inactive unemployed job seekers through innovative employment programs. Supporting model programs for providing employment in the open labour market to young unemployed and people with disabilities improves the labour market situation of social groups. "Green jobs" and the development of digital tools and skills is an important breakout point in the EU2020 Strategy, so these areas are also supported. Implementation of projects is in progress. The number of Roma involved appears as a horizontal aspect.

In June 2012 the SROP 1.4.6/12 call 'Transit employment in the construction industry' appeared in with a budget of HUF 3 billion. The aim was to help disadvantaged people into the labour market through promoting transit employment programs, the employment linked training of disadvantaged unskilled, unemployed people or those with non-marketable qualifications. Construction-related professions and those more appropriate to the objectives of the program are trained, transit employment is used. The goal is giving a profession, employment and regular work income to unemployed people by improving living conditions for themselves. To ensure the proper involvement of Roma it is mandatory to involve the local Roma minority self-government as a partner in the consortium. 10 applications were received until the deadline in November 2012, of which five projects were promoted. In April 2013 another call was announced to use the remaining HUF 2 billion HUF of funds. The revised proposals emerged during consultations with ORÖ. Following the conclusion of grant agreements a further 17 winning projects are under implementation.

Programs to promote the employment of Roma women in institutions providing social services, child welfare and child protection



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The SROP 5.3.1.B/2 'Roma people's education embedded in employment in the social and child welfare system' tender was published on 28 June 2012 with the basic aim of supporting the employment of unemployed Roma facing social prejudice and labour market discrimination (especially Roma women) in the social and child welfare system. Applications were accepted to apply for 12 months of salary support by institutions engaged in basic social care and child protection or in the field offering accommodation. 750 Roma women were expected to be employed in about 350 institutions with a minimum of 15 months of expected employment, thus improving the employment indicators of Roma women. The budget was HUF 1.4 billion. Prior to employment training is given in the area of social care and child protection. The project is implemented by a consortium of ORÖ and TKKI. 1100 (target: 1000) people had been trained, of whom 959 have successfully completed the training (target: 750). The current employment rate of nurses is low as public education institutions (kindergartens) show little interest in their employment. This is treated with employment preparation in stronger partnership with ORÖ.

Vocational school scholarship

The vocational school scholarship was introduced in 2010. Its main objective was to increase the prestige of skilled workers, a raising interest in professions needed by the economy, and reducing school dropout. Another objective was to support students, including disadvantaged students participating in full time vocational training to obtain a first qualification in professions with a shortage of workers lack set out in the corresponding governmental decree. The amount spent on vocational educational scholarships was HUF 3.73 billion in the year 2014.

In 2012 the governmental decree governing the vocational school scholarship program was amended. The amendment allows the parent or guardian to receive the stipend as well. Competence development must be given to the student in the case of insufficient rating. The amendment clarified the method for calculating the grade point average.

According to 10 March 2015 data the number students eligible for vocational stipend was 22 938 in 2014, the actual number of scholarship recipients 20 644. Those eligible for competence development was 7230, their actual number 6328. The numbers don't cover the entire year 2014, given the fact that there were more application periods in 2014.

Programs for young people beyond compulsory school age to acquire basic, secondary education or a competitive profession

The SROP 2.1.6 "I'm learning again" priority project aims to make it possible to participate in training and thereby improve the labour market situation of low-skilled or unskilled adults. The program also aims to train employees, whose qualifications have become outdated, to obtain qualifications based on the real labour market needs. The program provides support trainings connected to public work, providing foundations of professional and safe working conditions in public employment in the short term, but also in the long run effectively contributing to the employability of target groups.

In addition to the public work-related training courses general labour market courses also took place, 4473 people were trained in 2014. The currently enrolled number is 137 194 (target: 137 000), the number of people successfully completing the training is 123 745 (91 450), while the number of Roma involved is 29 010 (target: 10 000).



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Supporting job-creating investments of small and medium sized enterprises in regions with unfavourable labour market conditions

The Ministry of National Economy has announced every year since 2010 the promotion of job creation investments of micro, small and medium-sized businesses. Special emphasis was given to support investment in disadvantaged small regions and municipalities and to attract an ever greater number of job seekers the completion of projects.

According to the 2014 ministerial decision 1625 companies received funding from the budget of HUF 16 billion, 80% which was awarded to businesses in the disadvantaged four regions of the country contributing to the creation of nearly 8200 new jobs employing 5700 job seekers for at least two years, thereby preserving more than 20 thousand jobs. In the case of employing Roma an additional support of HUF 300 thousand/employee was granted. The number of Roma job seekers was 286. The most Roma were employed in Baranya (45 people), Békés (35), Borsod-Abaúj-Zemplén (31), Nógrád (26), Szabolcs-Szatmár-Bereg (24), Jász-Nagykun-Szolnok (23) and Tolna (21) counties.

The Job Protection Action Plan, adopted on 4 July 2012, also helps those with low level education – in particular women and Roma – into employment and regular education. But its primary goal is to preserve the jobs of disadvantaged workers – those under 25 or over 55, fresh school graduates, the long-term unemployed, returnees from maternity/parental leave, the unskilled – by reducing the costs of their employment (social contribution tax and training contribution) and thereby increasing the competitiveness of less competitive labour-intensive employers'. In 2014 in the private sector employers used around HUF 124.7 billion of job protection benefit, helping the employment of an average of 780 thousand employees. In addition, tax credits of companies operating in free enterprise zones amounted to HUF 161 million, contributing to the employment of more than 700 people in December 2014.

The SROP 2.3.6 'Supporting young people to become entrepreneurs' program uses a budget of nearly HUF 7 billion to support the creation of young people's enterprises by two-step support: training, mentoring and by the start-up costs of business with an approved business plan. Tender specifications include cooperation with a Roma advocacy organization, particularly in ORÖ, in order to involve young Roma. Under the scheme a total of more than 1,600 individual and corporate enterprises received 3 to 6 million HUF each to start a business. No data are available for businesses launched by Roma people.

Social enterprises

The social land and cooperative programs are considered to be a key area of social inclusion, designed to solve the problems of segregation and employment by activation to work. This goal is implemented by four sub-measures.

The support programs ensuring the employment of the inactive and job seekers are implemented by establishing social co-operatives. Following the public employment of those in start working sample programs a preferred further step for participants is to form a social cooperative, which – as part of the social economy – can help them to the labour market by making them self-employed, cooperative members, or cooperative employees. The legal framework supporting new types of social co-operation was drawn up in 2013 by the amendment of certain laws in the context of social co-operatives and those related to public employment (Law XLI of 2013) and other laws (tax law,



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social law, the Law on Personal Income Tax). The initial operation of social cooperatives is partly underpinned by tools acquired through public work, as well as theoretical and practical knowledge gained in the training. The development of the social cooperative requires a complex approach: there is need for capital and predictable support, appropriate legal and tax environment, monitoring, continuous information, networking, proper training and knowledge of international practice. Given the fact that most early-stage ideas carry much risk, so – like in countries with a more developed domestic entrepreneurial culture – starting social cooperatives is helped by professional incubation programs and processes.

According to Government Decision 2009/2012 the Social Cooperative Programme Coordination Office (Office) was created on 19 December 2012 in the framework of the Ministry of the Interior to create and improve the regulation of legal operation of the new type of social cooperatives – primarily with a coordination function between ministries. The mapping of public employment programs to be converted into social cooperatives is on-going. A significant number of consultations enable about 150 initiatives to turn into social cooperatives on the basis of public works, of which 90 social cooperatives have already been registered in court. Prior to the establishment of social cooperatives, in 2013 37 settlements had been provided additional support by the Ministry of the Interior to enable investments in connection with the micro regional start working sample programs essential for further operation even during the public works programs. The Office gave special attention to coordinating activities related to the SROP 2.4.3/D 'Social Economy Development' program, as initial funding of new social cooperatives was based primarily on this SROP tender. The tender for the employment of sui generis cooperative members was created, and – in addition to the Agricultural Division of the Hungarian Development Bank – further support is provided by the Rural Credit Guarantee Foundation and the Savings Bank. The viability of cooperatives is served by the School Milk Programme, the School Fruit Scheme, the Farm Development Program, the Production Village Programme and the Local Product of the Year 2015 program and technical forum series (see www.helyboljobb.hu), which promotes products produced locally.

Social land programs

The 2014 Social land program (budget: HUF 250 million) is designed to facilitate socially disadvantaged people's existence, improve the quality of their life and increase the chances of independence. The program lasts from July 2014 until 30 April 2015 the number of successful applications is 139 in 3 sub-projects. Potential applicants now included social cooperatives, and tools to enhance market access could also be supported. Running programs help about 3500 families, and the number of public workers is 620. Nearly half of the participants are of Roma origin, one tenth are of working age people with reduced work capacity. The typical target group consisted of long-term unemployed, low-income households, large families, the elderly, people with disabilities and the Roma. This year's Social land program combined with public works – with a budget of HUF 72 million – has already been released; decision about applications is in progress. In addition, there is an open call to support social agribusiness land programs with a budget of HUF 130 million.

Starting social economy programs

The SROP 2.4.3/D grant scheme "Social Economy Development" supports operating and start-up social economy enterprises and cooperatives. The sector's growth enables the long-term, open labour market employment or the self-employment of the unemployed and of disadvantaged cooperative members. Under the scheme of HUF 15 billion social cooperatives could submit



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applications to provide sustainable jobs and businesses for disadvantaged members. Applications received in October 2013 to 2 December 2013 were awarded a support of HUF 1,976 million (48 projects). In addition, a decision was made to support 158 social cooperatives by HUF 2,320 million, which contributes to the self-sufficient development of social cooperatives.

At the initiative of the National Roma Self-Government a new form of social cooperative, the employment cooperative was created. In April 2013 the SROP 2.4.3.D-3-13/1 'Social economy – Supporting Employment Cooperative' tender was published by the Ministry of National Economy (HUF 4,995 billion) to create the network of employment cooperatives to support the labour market preparation of the prospective cooperative members. The scheme is designed to establish prerequisites of the employment cooperative, support organizational- and skill-development, to enable the trained target group to establish a sustainable social enterprise, and to promote knowledge acquisition to join the employment cooperatives as members. The program also supports preparation of employment and cooperatives.

The result of the program for the creation of the employment cooperative: training for a minimum of 1,000 unemployed people, competence training for 1800 people, and the creation of at least one employment cooperative. The cooperative of ORÓ started in March 2014 together with the National Employment Agency and Türr István Training and Research Institute.

- *Please describe to the extent possible the impact of measures your government implemented in 2014 (including quantitative and descriptive data). For the purpose of peer to peer learning, kindly consider to include also measures with negative impact on Roma inclusion and explain the process to minimize such negative impact.*

We should mention the public works programmes (some 77,000 Roma) and the employment figures (the number of people in employment increased above 4 million at the end of 2013 for the first time since 1990). The EU poverty indicators related to employment improved too – even if only very mildly – for the first time after a long period by 2013: we observed a slow decline in the number of households with low work intensity in 2013 (2009: 11.3%, 2010: 11.9%, 2011: 12.2%, 2012: 12.8%, 2013: 12.6%). A question relating to national ethnic affiliation has been incorporated into the Labour Survey of the Central Statistical Office.



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4. HOUSING

- *Please list any mainstream or targeted policy measures that were designed and implemented to support housing for Roma (or housing of marginalized people, including Roma) in 2014 with a special focus on the goals and implementation of the Decade National Action Plan and the National Roma Integration Strategy (if applicable). Please include measures such as: eliminating spatial segregation and promoting desegregation, promoting non-discriminatory access to social housing, etc.*

Housing support

The system of state housing subsidies has been reviewed. Special programs can efficiently manage the mentioned housing-related problems.

The declared objective of the National Asset Management is to avoid families losing their home, and implement the largest rental housing program since the period of transition. In this context, 25 thousand state-owned social housing is established (considering recipients and the amount of rent), which provides housing for 110 thousand people in the long run. From 1 March 2015 to housing support is not anymore an obligatory social service. Settlements may provide such support within the framework of local support.

The comprehensive rehabilitation of segregated neighbourhoods

One of the focal areas is housing estates built with industrial technology, where the aim is to avoid ghettoization. The second target area is run-down neighbourhoods in the larger urban fabric embedded areas, with a mixed population, where the goal is to stop further segregation, enhance more heterogeneous environment and society. In addition to the infrastructural development of residential areas projects could support the labour market integration of disadvantaged groups in these areas. The social urban regeneration calls for the implementation of goals: DAOP-5.1.1-12, ÉAOP 5.1.1/A-12, ÉMOP-3.1.1-12 (with a total budget of HUF 5.016 billion), the KMOP-5.1.1/B-12 priority project (HUF 7,510 million), KDOP-3.1.1/D2-12 priority project proposals (HUF 4,620 million), DDOP-4.1.2/B-12 (HUF 360 million), ÉÁOP 5.1.1/C-12 (HUF 500 million), ÉMOP-3.1.1/B-12 (HUF 500 million), NYDOP-3.1.1/B2-12 priority project (HUF 1,650 million). A total of 37 applications received grants of nearly HUF 26 billion, an amount that serves the rehabilitation of urban settlements with poor infrastructure, and the employment and social integration of people living there. Under the call 'Settlement rehabilitation pilot projects for social purposes modelling housing integration' (DDOP-4.1.2/B-13) 6 projects have been selected and awarded HUF 1,596 million in the 2014. Evaluation of projects has been properly completed, the grant agreements were concluded, and each project is currently in the implementation phase. Planned completion of projects is 30 June 2015.

Comprehensive settlement programs

The 55 projects of the comprehensive settlement program (SROP 5.3.6.) include social and community development, education, health, training and employment elements in order to eliminate disadvantages. Individual and community developments involve the township's total population. In 2012 22 applicants received funding totalling HUF 3.1 billion in the first round (the implementation is on-going), while for the second round a total of 62 applications were received, of



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which - after an increase in the budget – 33 applications were supported by a total of nearly 7.9 billion HUF. The implementation projects are on-going.

Housing support element of the program SROP 5.3.6 is provided by SIOP 3.2.3/A. "Support for housing investments" (budget: HUF 2.6 billion), to about HUF 1.96 billion worth of applications had been received before the closing date. Besides developing social housing other neighbourhood developments (eg. park and playground) were also made available to all residents of the settlements. The programs involve 4,500 people (current value: 3104) 60% of them (2718) are also involved in training people (current value: 1,453 people).

The SROP 5.3.6 program also helps prepare the population to the SIOP 3.2.3/A "Support for housing investments" program as well. The budget for housing projects was HUF 1.5 billion enabling housing interventions in 8 settlements. Later, the budget was increased, so in total of HUF 1.94 billion can be used. All but one program shall be completed by 31 October 2015, and will affect more than 100 homes. One third is new housing, two-thirds are renovation of existing homes.

In connection with the management of programs in slum-like housing in October 2013 under the project ÁROP 1.1.19., the draft of the housing strategy was created, the adoption of the strategy is on-going.

- *Please describe to the extent possible the impact of measures your government implemented in 2014 (including quantitative and descriptive data). For the purpose of peer to peer learning, kindly consider to include also measures with negative impact on Roma inclusion and explain the process to minimize such negative impact.*



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5. HEALTH

- *Please list any mainstream and targeted policy measures that were designed and implemented to support the improvement of health care services for the Roma population in 2014 with a special focus on the goals and implementation of the Decade National Action Plan/National Roma Integration Strategy (if applicable). Please include measures such as: ensuring equal access to quality healthcare, ensuring basic social security coverage and comprehensive health services to Roma, preventive measures such as medical check-ups, prenatal and postnatal care and family planning, targeted health awareness campaigns, etc.*

Program to reduce the health disadvantages resulting from regional differences

The almost HUF 2.5 billion funded SROP 6.1.4. 'methodological development of early childhood programs in early childhood developmental screening' aims to support 0-7 year old children requiring particularly special support, their healthy life start and successful school start by tracking their development, unfolding of their inherent skills and developmental risk factors, as well as the identifying differently developing children by a new, unified, national screening method. The project seeks to alleviate problems, which stem from deficiencies in the current institutional framework, as well as innovative developments in experimental design that improve the quality of existing services. Its aim is the development of a unified and advanced skills and methods, their testing and transfer to primary health care professionals of children (nurses, primary care GPs, family doctor mixed practice) in order to increase the efficiency of their work, as well as helping parents unleashing the development of their children, help solving their educational problems, involving them in the development of support for children, and confirm their parenting competencies. The project started on 20 December 2012. The methodological developments achieved so far: surveys, preparation of analyses; primary, secondary and tertiary prevention activities related to the development methodology; support for parents; review of tasks and competence boundaries between primary care stakeholders, propose the path of children; development of cooperation between care providers; quality improvement and development of standards (guidelines and indicators); testing results in practice. Currently the parents' health visitor satisfaction survey and the release of the US paediatric manual are conducted. The planned deadline is 30 Nov. 2015.

The other sub-measure of the Early Childhood program supports early detection and building screening capacity by enhancing basic knowledge and practical approach of basic child healthcare workers (graduate training among health visitor, post-graduate courses among physicians). The curriculum materials developed by experts will be delivered modules to training institutions. The project particularly pays attention to colleagues returning to work or restarting – after returning from maternity leave, employees working longer in hospitals – to update their knowledge, to develop a system of certification of professionals in educational and training institutions and to develop opportunities for networking. 334 nurses in 40 group started supervision between September 2013 and February 2014, groups of 7-9 people meet once a month. Another 3 groups started in March 2014 and another 30 in March 2015 in order to address increased need.

Under the pilot training program of vacant health visitors' services, the training was certified in 3*2 day blocks, for which health visitors permanently absent from the profession can receive 3*19 points. The course took place in the autumn of 2014 in two groups with 36 people, while the 3 month practice took place between November 2014 and January 2015 for 15 people helped by 15 colleagues monitoring progress.



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The nurse training program element involved 5 universities and a total of 15 delegated personnel in 10 times one-day workshops, which ended by March 2015, and after each workshop a consensus document was prepared. The training and development of nurses' training accreditation finished, 20 points were given to nurses for an intensive 3-day training, of which the focus was the mentoring and pedagogical tasks of practice exercise leadership. The training took place in the autumn of 2014 in twenty groups with 284 people. Curriculum development started in February 2014 with the aim of creating curriculum for undergraduate education based on the methodological sub-project developments. The testing of learning material was implied in the first semester of 2014/2015 in all 5 training places with the participation of 160 students.

The medical training places program element involved 4 medical universities and 14 people in 10 one-day workshops by March 2015, and after each workshop a consensus document was prepared. The development of instructor family GPs' training and OFTEX accreditation was finished; 50 points are given to the GP tutors for the 3-day intensive training. The training took place in the autumn of 2014 with 38 people graduating. Curriculum development of the sub specialist training (postgraduate education) was started in February 2014 partly based on the methodological sub-program developments. The 3-day course took place in the autumn of 2014 in 2 groups with 27 people graduating.

During the complex territorial health visitors' training the development of complex curriculum took place, as well as the accreditation of the training program (20 points). The training took place at the end of March 2015 in 200 groups. The hospital and school nurses' training curriculum development and accreditation (20-20 points) was also done. 34 people attended the hospital further training. The training for school nurses was done in 20 groups until March 2015.

In the further and special training of (children's) GPs the development and accreditation of complex training programs took place. The training will be organized also in the form of distance education. Recruiting for the attendance training had begun in the spring 2014; about 230 doctors took part in training until the end of March 2015.

The six subject-specific training curriculum development and accreditation was also carried out both for doctors and health visitors. By the end of March 2015 about 800 professionals graduated.

Starting targeted services covering the whole country for the treatment of mental problems greatly hindering the school efficiency of children and adolescents

The aim is to create targeted services for the treatment of child and adolescent mental health problems (child-psychiatry and addictology) as well as their necessary regulations. ESZCSM Regulation 60/2003 (October 20) on the minimum professional conditions of health services was amended as well as Regulation 2/2004 (XI. 17) of the Minister of Health on the registration of health care providers and list of health professionals. The child and youth addiction treatment's minimum conditions were determined, and the revision of personnel and material conditions of child and adolescent psychiatry also took place. In addition to the amendments of legislation, the Minister described child psychiatry as a shortage for the year 2012. The National Centre for Addictions, the appropriate branches of the Medical College and the National Health Insurance Fund are all involved in the needs-based capacity estimation, and on this basis new children's addiction places (38) and strengthened child-psychiatric care facilities (3) were developed.

Child addiction infrastructure projects will be implemented using HUF 596.3 million in funding under the DAOP-4.1.2/B-11 and KDOP-5.2.1/C-11 programs. In the case of child psychiatry the source of infrastructure projects is DDOP 3.1.3/C-11 and NYDOP 5.2.1/C-11 with a total of HUF 365 million.



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From September 1, 2013 institutions are required to employ school or kindergarten psychologists. In 2014 a so-called methodological pre-defined support contract for the purpose of child psychiatry and child addiction health-care system capacity estimate and infrastructure development in the context of the Norway Funds was not concluded because of the Norwegian Financial Mechanism was shut down in May 2014. National Institute for Health Development as a member of the consortium (NIHD) prefinanced the professional preparation of methodological materials, but, for the above reason, only methodology centres were tendered, and the professional activity was stopped on 31 October 2014.

Due to the stop of the Norwegian Financial Mechanism in May 2014 public health development programs were not announced including child addiction. The State Secretariat for Health investigates the possibilities of finance. The Szeged Small Region Multipurpose Association, as a consortium member, had already had 10 addiction treatment beds, which would be developed within the framework of overcapacity into 10 new child-addiction treatment beds. The related operating license was made available by mid-April 2015, which refers to 10 adult and 10 children places.

Informing disadvantaged parents with medical knowledge

The activity in the framework of the SROP 6.1.4 project aims to improve the health situation of children through the improved knowledge of child health information and attitude change of disadvantaged parents. The project is linked to the SROP 3.1.1 "21st century public education - development, co-ordination", the SROP 5.2.1 "Technical and methodological foundations of Children's Opportunities Program" and the SROP 5.4.1 "The modernization of social services, strengthening central and regional strategic planning capacities, establishing social policy decisions" projects. The project started on 20 December 2012. Communication subproject tasks progressed as planned. A technical conference was held concerning three sectors, as well as a press conference and a related background discussion. Big media attention was given to the questionnaire based on parental observation. Many professional publications were generated by print and online journals (Webdoki, Weborvos, General Practice Training Review, Hungarian Journal of Family Physicians, Surgeons Journal, Paediatrics Continuing Education Review, etc.). The development of information materials for disadvantaged families (website, brochure, posters, flyers) was carried out. Newsletters of the 15 screening ages were completed. Professionals and decision makers receive a quarterly electronic publication. The professional and parental training films were completed, also available on DVD, and are uploaded to the project website. Communication on strengthening health and parenting skills runs continuously. Following years will include continuous communication to parents.

Public health and health promotion campaigns for the disadvantaged population

The SROP 6.1.3/B/12/1 'Development of public health communication for disadvantaged people' project with a budget of HUF 1.85 billion is expected to run until 31 October 2015. National communications events and local communication campaigns (target: 1000; achieved: 341) are implemented by the newly formed Health Communication Centre. Implementation uses several means, taking into account the main dimensions of interventions: why is it important and what factors affect health? What can we do to protect health? The content of communication: smoking, diet, physical activity, alcohol consumption, responsible drug use, patient-doctor relationship, mental health screening. Due to the actions the state becomes a dominant player in health communication, and public credibility and acceptance is expected to grow.



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EU funding (see SROP 6.1.2/11/3 and SROP 6.1.2/LHH/11/B) is used to support the preventive capacity of the health care system through health promotion agencies (EFI) in 61 selected districts (20 in least developed districts, 41 in convergence regions) integrated into the health care system, which coordinate district health development programs and act as a link between primary health care, outpatient care and organizations implementing health promotion programs. The program directs patients with a need for change in lifestyle from general practitioners, outpatient professional care or inpatient care into the health promotion offices and involve them in cardiovascular prevention based primarily screening and follow their participation in programs. EFI programs started in the first quarter of 2014, and most close in 2015. HUF 901,950,000 from the central budget has been allocated to support the operation of Health Development Offices in 2015.

The project will result in an effective network, meeting requirements necessary for health promotion, using a flexible, modern approach. Budget in most disadvantaged regions (SROP 6.1.2/LHH/11/B): HUF 2,182,586,370, in convergence regions (SROP 6.1.2/11/3): HUF 5 billion.

To encourage participation in public health screenings the programs of SROP 6.1.2/11/LHH/A in the most disadvantaged areas (budget of HUF 1,033 billion) are running. Scene-specific health plans have been completed (29 pieces, the original target: 26). The number of people involved in programs is 37270, significantly more than double the 15000 planned.

The support of family doctors colorectal screening and health visitors' cervical screening (SROP 6.1.3/A priority project, grant amount of HUF 1 billion) project's implementation is running. The accreditation of training packages is over; the theoretical training of 2628 health visitors and family doctors has been completed. The practical education of health visitor nurses has been done by April 2015. The number of cervical screenings performed by health visitors is currently 31427. Organization and management of colorectal screening undertaken by GPs is on-going, the number is currently 4194. The closing date of the project will be extended to enable more screenings.

In order to improve equal access to health care, reduce the number of permanently vacant districts

The action plan to fill long-term vacant district medical, infant and child specialist' and health visitor places primarily in most disadvantaged areas has been completed. Situation assessment has been done, as well as the marking of system entry points based on the National Health Insurance database, setting possible scenarios and identifying trends, setting priorities, developing, and extracting the details of the alternative points of intervention. As a result the Praxis I and Praxis II have been changed, and the Praxis Change program has been worked out by the planned deadline, 30 June 2012.

Based on the action plan the strengthening of health visitors' and infant and child specialist' services in vacant areas is in the process of implementation. There are three sub-programs to be implemented. The Praxis I. Program of the National Institute of Primary Health Care (OALI) undertakes the filling of permanently vacant GP districts with appropriate doctors that do not yet have the domestic medical exams. Financing districts is done by OALI with 140% of funding of the national monthly average. Part of financing is given to municipalities to maintain service areas. So far, the system has 96 doctors, of whom 26 work in disadvantaged micro regions, 5 in most disadvantaged micro regions and 27 in disadvantaged micro regions with complex programs.

Praxis II. doctors with clinical professions are enabled to act as qualified general practitioners in adult primary care or in mixed GP districts. The doctor has five years to fulfill the training plan and subsequently do a successful exam in general home service. So far 173 doctors have entered the system, 28 people work in disadvantaged districts, 14 people in most disadvantaged and 17 people



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most disadvantaged micro regions with complex programs. Both Praxis programs are financed by the primary health practitioner budget.

Under the Praxis Change Program the Government helps young GPs and the retirement of older colleagues by a single, non-repayable support based on individual decision of the Secretary of State for Health. OALI has undertaken implementation of the program, the purchase of praxis entitlement, and the management of the tender for the development of tools. Applicants could get HUF 300 million, and HUF 215 million has been allocated, each candidate a maximum of HUF 4 million. A total of 78 applications had been received, and 67 were awarded support, of which 6 (3 adult and 3 mixed) are in most disadvantaged micro regions. The program ended in 2012, but the further generation switch of family doctors is essential.

Prevention programs in public schools

Realization of "the development of innovative schools" programs – supported by the SROP 3.1.4 call for projects – is under way. About 200 educational institutions received nearly HUF 20 billion in EU funding. Individual program components closed in the first half of 2015: afternoon sports and exercise programs, organization of health days, networking, conflict and school violence treatment program, individual maltreatment programs and bullying prevention, the development of individual skills, family life education, smoking prevention and cessation, early intervention, detection and behavioural addictions programs for the prevention of risks caused by illegal and legal drugs.

The implementation of SROP 6.1.2/14/1 "Comprehensive health promotion and exercise programs, and the implementation of related health promotion programs in primary schools, multipurpose facilities, and community leisure programs and health promotion involving non-school stakeholders" priority program with a budget of HUF 3,590 billion and a total of 4.4 billion HUF worth of projects, as well as the SROP 6.1.2.A/14/2 for religious schools (HUF 0.810 billion) is in progress. The individual program components (supporting motion rich forms of transport, implementing health promotion and lifestyle change programs, "School Garden" programs, knowledge of healthy foods, supporting the various methods of preparation of food programs, programs for drinking water consumption, implementation of programs to prevent injury, prevention programs aimed at the correct body, oral hygiene, "the organization of communication events in health development, awareness-raising workshops related to health promotion, county community programs, health promotion "heptathlon") are to be completed by the end of 2015.

- *Please describe to the extent possible the impact of measures your government implemented in 2014 (including quantitative and descriptive data). For the purpose of peer to peer learning, kindly consider to include also measures with negative impact on Roma inclusion and explain the process to minimize such negative impact.*

It is not possible to determine impacts on health over such a short term. The agreement concluded by the Government and the National Roma Self-Government in 2011 targets the health screening of 150,000 individuals in the field of health care. At the same time, the question of measuring emerges as a methodological problem: in Hungary we use territorial estimates for demonstrating the number of Roma participants.

Measures with negative effects:



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- The reduction of the state subsidies of the prices of medicines resulted in higher prices – a disadvantage for poor Roma families. At the same time, public health support schemes are available for those eligible to ensure the availability of medication.
- The centralisation and rationalisation of medical services resulted in changes in certain medical professions in rural regions and made it difficult, in some instances, for disadvantaged people to access these services. Some local governments offer discount support services to help the population in accessing medical services.

6. ANTI-DISCRIMINATION AND GENDER EQUALITY

- *Please list any measures that were designed to support the fight against Roma discrimination and racism. Please describe to the extent possible the impact of these measures (including quantitative and descriptive data).*

Support for Roma cultural initiatives

HUF 27.8 million of national funds supported 153 Roma programs in 2013 (mainly cultural programs and camps), while in 2014 173 programs received HUF 33.4 million. In 2013 117 Roma NGOs received HUF 35 million by tender from the national budget. In 2014 87 Roma NGOs received HUF 32.5 million.

6 projects received a total of EUR 167 million in grants in 2013 as a result of individual funding decisions, while in 2014 one candidate, the Education and Training Centre (Hungarian Scientific Research Fund) received 120 million HUF.

Local equal opportunity programs

In order to strengthen the role of local equal opportunity programs detailed regulations on the local equal opportunities programs have been developed (see Gov. Regulation 321/2011. (XII. 27.) on equal opportunity mentors, Law LXXXVI. 2012 on the preparation of local equal opportunity programs, and EMMI Regulation 2/2012. (VI. 5) on the details of local equal opportunity programs). Local officials of local governments, district offices and government offices have been trained in 2014 by 50 TKKI mentors and mentor assistant staff using the HUF 1200 million ÁROP 1.1.16 flagship project to prepare, control and monitor local equal opportunity programs. The mentoring network had helped to prepare 3069 local equality programs that have been adopted by the local government representative body, thus all HEPs have been completed. The Equal Treatment Act regulates that from 1 July 2013 onwards financial support awarded by tender or individual decisions from programs funded by the general government or the EU or other international sources can only be granted if the settlement has an adopted equal opportunity program. Changes in law or government regulation served that such staff prepare the local equal opportunity programs that are familiar with local conditions, belong to the local community, and therefore have a direct interest in a high quality, viable and sustainable local equal opportunity programme.

Upon completion of the ÁROP program on 1 January 2015, TKKI employs 24 people to operate the mentoring network, the main tasks of which are to support on-going training (with regard to considerable fluctuation) and the implementation of schemes related to the tender SROP-1.A.3.



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Promote the employment of Roma youth in law enforcement and the army

The Ministry of the Interior (MI) pay great attention to employ Roma. To communicate employment opportunities it uses Roma minority self-governments and non-governmental organizations for assistance. The Ministry Roma Referent informs young Roma at conferences and workshops about current tenders of law enforcement agencies, and is in regular contact with Roma minority self-governments, foundations, and the media.

As it is stated in the Cooperation Agreement signed in December 2012 by MI, ORÖ and NDGDM in 2013 county directorates concluded cooperation agreements with Roma county level self governments, thus promoting the implementation of tasks set in the Hungarian Roma Strategy. The Roma affairs officer at the prison organization regularly holds career guidance in secondary schools and in educational institutions where the proportion of young Roma people is extremely high.

The "Military School" program operated by MI provides the possibility of belonging for the Roma and disadvantaged young people to a community that is free from religious, gender or ethnic bias, and offers opportunities based on individual and collective performance, brand recognition, self-esteem and ascension. Experience shows that an increasing number of secondary school (currently about 50-60 schools, 2000-2200 youth) to join the program, under which young people interested in the military profession can choose and learn basic military skills as a graduation course.

In 2014 the regulation of the support system of Roma youth provided by the Police has been changed to incorporate recent changes in the system of higher education (the Bologna system, BA, BSc, MA, MSc, new training forms, the use of the credit system), and extend the scope of the standard to students in medical fields, as well to those in correspondence courses. The new regulation is in force from 30 May 2014. Based on this the National Police National Police as well as county police headquarters have published their calls for scholarships for the 2014/2015 academic year.

Out of 54 applicants 19 support contracts were signed in 2014 with Roma young people in secondary education. Each of the candidates met the criteria that after graduation they apply for secondary vocational education or tertiary qualification at a police institution.

The National Police currently has a valid support contract with one person in higher education (University of Szeged, Department of Employment and Social Security, expected time of graduation: July 2015).

In 2014 contracts with Roma youth in higher education were not signed, given the fact that had been no applicants.

- *Please list any measures that were designed to support gender equality between Roma women and men. Please describe to the extent possible the impact of these measures (including quantitative and descriptive data).*

See programs for the employment of Roma women, as well as other measures such as the Job Protection Action Plan (which also helps the employment of women with small children), the extension of kindergarten capacities and Sure Start Children's Homes.



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7. THE DECADE IN A REVIEW

Approaching the end of the Decade of Roma Inclusion 2005-2015 initiative, we would appreciate your reflection on its overall implementation in your country. Therefore, please kindly consider to list up to five principal achievements and five shortcomings in the design and implementation of the Decade National Action Plans/National Roma Integration Strategies.

Such achievements and shortcomings might include policy design, policy implementation, budgeting, specific institutionalized practices, monitoring and evaluation processes, cooperation with key stakeholders. Please be as specific as possible.

The Roma Decade as a professional and policy cooperation process proved to be very useful in preparing the European Roma strategic framework.

The cooperation with the civil organization, the system of shadow monitoring is a very valuable achievement of the Decade.

The reporting mechanism, the process of discussing the reports at the ISC, concentrating on special policy areas could be also methods worth to preserve (even in the EU strategic framework process).

“**Back** office” academic studies on different policies, indicators are long term results of the decade process.

The openness of whole Decade process, the user friendly and usually up-to-date website could be also profitable for international cooperation in the future.