



**LABOUR MARKET INTEGRATION  
OF THIRD-COUNTRY NATIONALS  
IN EU MEMBER STATES**

**HUNGARY**

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## Labour market integration of third-country nationals in EU Member States

*EMN Focussed Study 2018*

### TOP-LINE "FACTSHEET"

This EMN study aims to offer an overview of the labour market integration of third-country nationals in Hungary, focusing on the recent situation (as of 2014) and measures that have been implemented or changed since 2014.

In Hungary the proportion of migrants is low compared to Western European countries; third country nationals living in the country make up about one percent of the population.

Migration is generally an urban phenomenon: most migrants live primarily in Budapest and university towns, further other county towns. For this persons job opportunities are significantly better in urban areas, different universities offer courses taught in languages other than Hungarian, most commonly English.

Employment rate among migrants is higher than among nationals, this relates also to the fact, that granting a residence permit is conditional upon having secure subsistence. If third country nationals lose their jobs, their financial situation worsens and the residence permit can be withdrawn. Further the different age group distribution also has to be taken into account.

In recent years, the migration crisis in 2015 led to major political debates and to the rise of the anti-migrant attitudes of the Hungarian population. The regular migrants could experience the effect of these debates and of the communication campaigns but their rights and possibilities have not been eroded.

The Asylum, Migration and Integration Fund contributed to labour-market integration of third country nationals. In the absence of such funding, the integration would have been facilitated on a significant lower level by any kind of stakeholder.

Labour market integration during these years was assisted by various tools, such as needs assessment, labour market advice, job search training, trainee programme, intercultural training and business development.

Unfortunately, no private sector initiatives in this field could be identified. In Hungary even large enterprises deal with foreign nationals on a case-by-case basis. Some companies provide language training, mentor or coach to facilitate integration in the company on individual basis but there are no exact programmes or elaborated projects, which would exist apart from available funding resources.

## 1 Part I: General and labour market integration policies

This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers**. The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.

### 1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

#### Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.

For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

Hungary functions as a transit, source, and destination country of migration. However the country was not and is still not facing masses of foreigners planning to take up permanent residence.

A section of Hungary's borders forms external border of the European Union. The country is situated in Central Europe in the Carpathian Basin, is a country of transit migration in the junction of the main migratory routes from the East and South-East.

Hungary is in a specific situation from another aspect as well, as most of the foreigners living on its territory are ethnic Hungarians arriving from neighbouring countries.

According to the data of the Hungarian National Statistical Office, and accordingly Eurostat data of 01 January 2018 the total number foreign citizens residing in Hungary was 156.000. Foreigners account for about 1.5% of the total population. Data show that male migrants keep being overrepresented.

	2014	2015	2016	2017	2018
<b>Male</b>	78 772	81 763	87 694	85 131	89 400
<b>Female</b>	61 764	64 205	68 912	66 001	66 600
<b>Total</b>	140 536	145 968	156 606	151 132	156 000

\*STADAT from Hungarian Central Statistical Office

[https://www.ksh.hu/docs/eng/xstadat/xstadat\\_annual/i\\_wnvn001b.html](https://www.ksh.hu/docs/eng/xstadat/xstadat_annual/i_wnvn001b.html)

As of 1<sup>st</sup> of January 2018, 156 000 foreign nationals resided in Hungary, which is a slight increase (-3%) compared to the previous year, but approximately the same number as in 2015. The main countries of origin continued to be Romania (23 000), Germany (17 400), Slovakia (9 400) as EU countries, and the following third countries: China (19 500) and Ukraine (8 900), Russia (4 700).

Numbers of third country nationals in possession of permits allowing a stay for more than three months (stock data) is illustrated in the following table with the data of the Immigration and Asylum Office, broken down by nationalities. Here all types of permits are included (e.g. residence permits, settlement permits, residence cards issued for third country national family members of EEA nationals).

Nationality	2014	2015	2016	2017
Chinese	19 230	25 242	32 431	37 627
Ukrainian	7077	7 081	7 769	13 362
Russian	4 240	5 381	6 578	7 055
Vietnamese	3 167	3 604	4 147	4 864
Iranian	2 037	2 518	3 413	4 217
Serbian	2 783	2 446	2 913	4 171
American	3 073	5 660	4 125	4 147
Turkish	1 923	2 241	2 771	3 277

Indian	1 227	1 812	2 521	2 966
Egyptian	1 034	1 325	1 742	2 005
Brasilian	1 699	717	528	827
Japanese	1 428	1 666	1 983	1 955
Nigerian	1 411	1 716	1 934	1 857
Others	13 965	15 256	22 114	25 838
<b>Total</b>	<b>64 294</b>	<b>76 665</b>	<b>94 969</b>	<b>114 168</b>

\* Immigration and Asylum Office

The different purposes of stay are registered regarding the residence permits. The following number of permits were issued/extended in the relevant years:

Purpose of stay	2014	2015	2016	2017
Paid activity	8 474	8 409	5 105	
Employment			4 523	17 726
Pursuit of gainful activity			278	670
Research	44	49	60	83
EU Blue Card	7	18	8	15
Official	1 593	1 707	1 822	2 052
Studies	9 183	10 574	12 272	15 815
Family reunification	5 963	5 304	4 511	4 040
Visit	102	70	88	306
Voluntary service	40	78	59	80
Long term mobility		90	72	75
Medical care	118	72	84	40
Other purpose	4 534	4 262	3 839	3 724
<b>Total</b>	<b>30 058</b>	<b>30 633</b>	<b>32 721</b>	<b>44 626</b>

\* Immigration and Asylum Office

Generally a third country national can take up employment only if he/she holds a residence permit for employment, seasonal work, or a residence permit for family reunification, for studies, for research or intra-corporate transfer or an EU Blue Card.

Purpose of employment is the most relevant regarding the focus of this study. In 2017 from the 17 726 permits issued by the Immigration and Asylum Office, the largest group was from Ukraine (7659), followed by Serbia (2442), China (1363), Vietnam (883), Kosovo (681).

The residence permit for the purpose of employment is linked to a specific employment. It can be issued for a maximum of three years. The residence permit and its renewal is applied by the relevant person at the Immigration and Asylum Office. However, in the framework of the so-called single residence procedure the Government Office responsible for employment affairs examines whether there are any suitable Hungarian or EEA national employees available for that position. In the course of this procedure, a work permit can be granted for two years.

A residence permit may be issued for the purpose of gainful activity to third-country nationals whose purpose of residence is to lawfully perform work in a self-employed capacity for remuneration; or to engage in any gainful activity in the capacity of being the owner or executive officer of a for-profit business association, cooperative or some other legal entity, or is a member of the executive, representative or supervisory board of such entity. From the total of 670 such permits 290 were issued to Chinese nationals.

According to a legislative amendment of 1st of July 2016 paid activity as purpose of residence was

abolished, pursuit of gainful activity and employment are the new possible purposes for such residence permits.

In 2017 the highest numbers of permits for the purpose of research had nationals of India (17), Iran (10) and China, from the total of 83.

An EU Blue Card can be issued in the context of highly skilled employment of third country nationals with a tertiary level qualification, and can be issued for up to a four year period. The holder of an EU Blue Card is entitled to take up highly skilled employment in other EU Member States in a simplified manner in the framework of mobility. EU Blue Card was most popular among the nationals of Russia (4), from a total of 15.

Regarding the residence permit for the purpose of studies: the possible work activity is subject to temporal limitations, during term for up to 24 hours weekly, and outside term for up to 90 days per year or 66 full time working days. In this case, there is no need for a work permit or a residence permit for the employment. Working as a student, the person has to be 16 years old minimum.

The number of residence permits issued for the purpose of studies also increased. The Stipendium Hungaricum Scholarship Programme, launched in 2013 as part of the strategy of the internationalisation of Hungarian education has contributed to this trend. There is a goal on government's side to attract a total of 40 000 international students by 2020. Most of the students came from Iran (1 945), China (1 864) and Turkey (1 210).

The residence permit for the purpose of seasonal work is linked to a specific employment, it can be issued for a maximum of six months.

EU nationals and third country national family members of EEA nationals or of Hungarian citizens hold the right of free movement and residence, no separate authorisation is required for them.

On the basis of a long-term stay in Hungary, settlement permit can be obtained.

Number of valid work permits issued to third country nationals increased in the recent years, as the data of the National Employment Service show.

	2014	2015	2016	2017
Number of work permits issued	4 671	5 245	6 303	9 274
Number of valid work permits	14 302	7 372	7 283	9 279

\*National Employment Service (Nemzeti Foglalkoztatási Szolgálat - NFSZ)

Inflows of workers from non-EEA countries remained well below the annual quota set by the minister in charge of employment. In the system of the quota the total number of third-country nationals employed with a work permit or EU Blue Card cannot exceed the monthly average of the number of workforce requests filed in the year prior to the referenced year. Quotas were set at 59 000 in 2017, 49 000 in 2016, 59 000 in 2015.

More than 25% of work authorizations were issued to Ukrainian nationals. Other main groups of recipients were Chinese, Indians and Serbians.

According to the data of the National Employment Service registrations of foreign workers (who do not need work permit, just registration) also raised, and 90% of them were issued for EEA and 10% for neighbouring countries' nationals. These registered foreign workers mainly originated from Romania (two of five), the Slovak Republic, the United Kingdom and Ukraine.

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

In the period of 2014-2017 the number of work permits issued to third-country nationals was the highest in the following two sectors: processing industry and retail trade, repair of vehicles. Since 2015 further to these sectors the employment of third-country nationals grew in the sector of information and communication services. At the end of 2017 the highest number of valid permits could be found in the sectors of processing industry, trade, storage and transport.

The rate of third country nationals to the employed nationals is negligible. In the light of the 2017 sectoral employment data of the Hungarian Central Statistical Office the number of employed foreign nationals in the sectors mentioned above (processing industry, trade, storage and transport) is still below 1% compared to the number of employed nationals.

As regards geographical distribution of third country national workers data of the National Employment Service show, that about 60 percent of workers live in Central Hungary, from this 53 percent in the capital, in Budapest. Further 10-10 percentage of the work permits were issued in Central Transdanubia, Western Transdanubia and Northern Great Plain from the 7 regions.

As regards employment/unemployment rates in the II. quarter of 2014 a special module was completed to the LFS basic survey. Results will be explained under Q10.

Overall, it can be said that the economic activity of the 15-74 year-olds (the combined ratio of employed and unemployed persons) was 2 percentage points higher than that of the resident population (61% and 59% respectively) at the time of the survey but the more detailed analysis also reveals different characteristics.

c) What are the main integration challenges your Member State focuses on? Describe briefly.

As regards the composition of the migrant population, Hungary is in a specific situation as most of the foreigners living on its territory are ethnic Hungarians arriving from neighbouring countries. By sharing the same ethnic identity, the common language, culture and history, the ethnic Hungarians create a positive effect on the migratory situation of Hungary where the challenges stemming from the different cultural, religious background of the migrants and the host society that can be studied in Western Europe do not occur. Furthermore, the Hungarian policy also facilitates maintaining the ties with the country of origin by the possibilities of circular migration.

According to the general rule of legal migration, migrants must be able to prove that they are able to support themselves, thus that they have appropriate housing and revenue. Generally they do not face insurmountable difficulties to integrate into the society.

Beneficiaries of international protection are in a more disadvantaged situation, as regards revenue, housing, they are often unskilled and do not speak the language of the country. However integration of beneficiaries of international protection is not a priority in the policies of Hungary. The primary goal is to ensure their protection, and to allow them to return to their countries of origin when they are no more in need of protection.

From January 2014 a special system was created for the integration of beneficiaries of international protection: the integration contract, of which 2 main elements are financial support and personal care. Later, following the migration pressure this policy was reviewed, the measure was abolished, on the ground that the target group was not committed to integrate into the society of Hungary. Many disappeared after having received the first payment for the initial 2-3 months.

Third-country nationals with resident or immigrant status, refugees and subsidiary protected persons are entitled to state financed trainings and re-skilling aiming the labour market integration. Difficulties regarding vocational training of beneficiaries of international protection arise from the requirement of finished primary education. Other difficulties arise from the lack of Hungarian language knowledge. Participation of breadwinners in vocational training courses is low, in the absence of alternatives they seek employment in the black market.

**Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.**

*Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 ([http://www.eesc.europa.eu/resources/docs/common-basic-principles\\_en.pdf](http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf)).*

There is no special definition of “integration” in the national legislation or strategic documents. At the end of 2013 a Migration Strategy was adopted by the government ([http://belugyalapok.hu/alapok/sites/default/files/MMIA\\_.pdf](http://belugyalapok.hu/alapok/sites/default/files/MMIA_.pdf); abstract in English: <http://www.belugyalapok.hu/alapok/sites/default/files/Migration%20Strategy%20Hungary.pdf>). This strategy overviewed the general migration situation of Hungary, and laid down the action trail and the tools for achieving the goals in the field of admission, residence, integration, international protection and return policies.

The Strategy devoted a chapter to integration, focusing on language learning, education, access to the labour market, housing, social benefits, unaccompanied minors and young people receiving post-care support, and the inclusive society.

Relating to the Common Basic Principles adopted by the Council (COM (2005) 0389 final; CBP) as a fundamental principle, the Strategy also stresses that that integration is a two-way process as it is set out in the CBP 1:

1. The society of the host country must have an attitude of acceptance and openness, new arrivals do not have to give up their culture, language and customs, they may exercise these in accordance with Hungarian law.
2. Foreigners intending to settle in Hungary have to accept and comply with the laws and customs of the host country, and tolerate them even if the latter differs from the customs of the foreigner.

As regards labour market access, different points of the Strategy address educational trainings and programmes for adults to assist in the integration in the labour market, that reflect the special needs of the target group. It was also set as a goal to facilitate migrants' entry to the labour market through training, re-training and benefits offered by the employers. Other objectives addressed housing, social and political involvement and intercultural dialogue.

These objectives reflect at several points to the CBP 3 and other principles.

**Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO.**

**If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words) Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.**

**YES/NO**

The Migration Strategy and on the basis of this, the seven-year strategic document related to Asylum and Migration Fund established by the European Union for the years 2014-20 was adopted in a same document.

Concerning integration this document contained an assessment of the situation, and objectives for different target groups, focusing on language learning, education, access to the labour market, housing, social benefits, unaccompanied minors and young people receiving post-care support, and the inclusive society.

Following the policy dialogue with the Commission of the EU key areas and objectives were defined. The Ministry of Interior as Responsible Authority of the AMIF Fund has worked out the National Program. The Responsible Authority issued Working Programs for two- or three-year programming periods, ensuring the implementation of the National Program and effective use of available resources



(<http://belugyalapok.hu/alapok/> ).

According to the National Program, Hungary seeks to achieve progress in following three policy areas: asylum, legal migration and integration, effective fight against illegal migration.

Implementation of the resources complies with the objectives, and with procedures set by law. Governmental and non-governmental organizations carrying out projects are selected according to rules set by law, prior defined criteria, in the frame of open calls. Supported projects are to be in line with the grant contract, have to follow the objectives set, which is continuously controlled by the Ministry of Interior.

**If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)**

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

**Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)**

*Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.*

The Migration Strategy defined aims concerning integration by strengthening pre-departure measures, supporting services targeting the integration of third country nationals, promoting the dialogue between cultures, ensuring efficient and smooth administration in the course of application procedures.

Implemented activities include provision of housing; language courses; individualized care plan aiming at labour market integration and the integration of children to public educational institutions; cultural-orientation training, support in connection with family reunification, services offered to students; provision of entrepreneurial services; training of experts – e.g.: officers, teachers, health- and social workers.

In the period 2016-2018 all supported projects provide services lacking in areas important in terms of integration. Currently, the outcome indicators provided at the end of October of 2017 are accessible.

By focusing housing resources on helping the independent housing of beneficiaries of international protection, by the end of the October of 2017, projects managed to support the independent housing of 295 people in rented accommodation, outside the institution.

944 people joined the language course of Hungarian as a foreign language. Course materials and mobile apps were also developed within the projects offering language courses.

Other projects offer supplementary language trainings, involving volunteers.

Labour market integration is assisted with various tools, such as needs assessment, labour market advice, job search training, trainee programme, intercultural training and business development. The services were used by 961 people by the end of the period.

The projects assisting migrants in taking up social roles were launched in this period and by the end of the period they offered special training, personalised advice and mentoring on e.g. establishing and

operating NGOs to approximately 210 people.

The projects aimed at sensitizing the host society, implement objectives at micro level, by facilitating personal meetings between the TCNs and the members of the host society. Within the framework of the projects, 43 cultural dialogue events took place, including a Living Library, film festival / club, quiz event, child programme, etc., in which 336 migrants took an active role.

The Responsible Authority of AMIF launched a call to assist the orientation of beneficiaries of international protection in the Hungarian systems of services in response to changes in the legal regulations and the cessation of the legal institution of the integration contract. The project offers social case work and advice. By the end of the period, 63 people used the services.

The efficiency of the projects is almost always increased by other services, complementary to the key activities, such as: mentoring (201 users), social casework (764 people), translation (257 people), and community programmes (214 people).

The Responsible Authority continues to focus on making sure that the beneficiaries involve more third-country nationals in the implementation of the projects. By the end of the reporting period, 166 migrants agreed to contribute actively.

These projects help the integration of migrants with other instruments (such as studies, special policy proposals, e-materials), 14 of which have been completed.

## 1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

### Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

YES/NO

The Migration Strategy mentioned above is the basic document also in the field of labour market integration. However it is dealt as complex issue, also by a mainstream approach.

If YES: Please describe:

a) is it part of a general integration policy/strategy?

Yes. The Migration Strategy addresses all fields of migration, sets objectives of the general integration strategy and as a part of this also deals with labour market integration.

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

Migration Strategy was adopted by the government at the end of 2013. It defines concrete tasks and actions regarding migration for the years 2014-2020. It clearly envisages the potential societal, social and budgetary effects of migration, emphasises the requirement of fair treatment and the human rights dimension of migration, and provides firm responses to the risks of national security, public order and public policy related to illegal migration.

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

The Strategy highlighted that support for integration into Hungarian society is primarily needed for migrants arriving from third countries who do not speak Hungarian, for beneficiaries of international protection, as well as stateless persons. During the integration measures the specific

needs of the different groups should always be considered.

Nonetheless, ethnic Hungarians from other countries should not be excluded from integration programmes, especially if they are members of the Hungarian diaspora who have had little contact with their homeland prior to their arrival; in these cases, communication issues are frequent and they are unfamiliar with the Hungarian institutional system, thus they do require support in integrating.

An increase in the number of unaccompanied and separated children was expected. Provisions directly address those foreign nationals who, for well-founded reasons, are not capable of supporting themselves (due to e.g. advanced age, trauma suffered or single parents raising young children).

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

According to the Strategy, Hungary has to strive to provide assistance for successful integration into society to those foreign nationals who, after having met the necessary legal criteria, wish to settle down here for the long term. However regarding the eligibility for the programs, there was no restriction besides meeting the legal criteria, no assessment of a prospect of permanent residency. Programmes are open for everyone, assuming a commitment to integrate.

e) What are the main objectives of the labour market integration strategy?

Objectives:

One main objective is to develop adult education trainings and programmes to assist in the integration into the labour market and that reflect the special needs of the target group.

Activities:

- Reviewing former and current programmes that provide migrants with Hungarian language training, creating and implementing language training programmes suited to the needs of migrants.
- Development of job counselling reflecting the needs of the labour market, creating and operating training programmes for migrants.
- Facilitating entry to the labour market for stateless persons.
- Providing migrant-specific training to the staff of training institutions.

Other main objective is to facilitate migrants' entry to the labour market through training, re-training and benefits offered to employers.

Activities:

- Developing and operating appropriate mechanisms to recognise migrants' qualifications that were obtained outside the EU.
- Examination of the effect of migration of third-country nationals on employment.
- Introducing proactive labour-market tools in order to promote the integration of beneficiaries of international protection into the labour market.
- Creating special tools to increase the rate of employment of vulnerable groups.

- Providing migrant-specific training to the staff of employment services and agencies.
- Review regularly the regulated professions in order to facilitate entry of migrants to the labour market.
- Creating and operating programmes that support migrant entrepreneurship.

If NO: does your MS have a mainstream approach with regard to labour market integration?

*If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.*

As it was mentioned above the labour market integration is a complex issue, also dealt with as mainstream approach.

Equal treatment regarding certain statuses is prescribed in the Act on Job Assistance and Unemployment Benefits (Act IV of 1991 – hereinafter: Ft.) The rights and obligations contained in the Act and in its implementing decrees that pertain to Hungarian nationals shall also apply to persons with refugee status, beneficiaries of subsidiary protection and persons enjoying temporary protection, persons who has been granted settlement or immigration status, and to persons with the right of free movement and residence.

Workers who are third-country nationals with residence permit issued under the single application procedure provided for in the Act on the Admission and Residence of Third-Country Nationals (Act II. of 2007 – Harmtv.), and who were employed in Hungary for at least six months shall have the rights and obligations defined in this Act and in its implementing decrees that pertain to Hungarian nationals with respect to admission into the register of job-seekers and with respect to job-seekers' allowances.

With regard to persons with the right of free movement and residence derogating provisions may be adopted by an act of Parliament or by a government decree.

The National Employment Service ([www.nfsz.hu](http://www.nfsz.hu)) provides assistance in job search. In the local government centers appointed officers inform the applicants about the opportunities and help them to find the right job that matches their qualifications.

The Public Work Scheme has to be mentioned too regarding the mainstream approach. The most important task of this system is to activate long term unemployed people and to prevent permanent job seekers from getting out of the working life. The people of working age, with low education and no professional skills that are the most difficult to involve in employment. Public employment offers work primarily for these people. The Government still considers public employment temporary employment providing a job and income to job seekers instead of benefits in the most disadvantaged regions of the country, where this type of employment is the only legal option. The subsidized period may be maximum 12 months in the case of the individual public employment programmes, and this can be extended by maximum 6 additional months. The income collected under public employment is higher than the amount of the social benefit, but lower than the lowest wage on the primary labour market.

Included in the scope of the Public Work Scheme are also third country nationals who are registered job seekers according to the Ft., also persons who applied for international protection until the final decision on the application is made, except those who are in asylum detention.

According to data of Public Work Scheme of April 2018, from 146 588 persons, 464 persons have foreign nationality.

**Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a**

**consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.**

*Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.*

As a result of the recent years' mass migration flows the country on the Schengen border had a significant role in the reception of refugees arriving through the southern and eastern borders.

Migration and integration became a central issue in political and private discussions, as well in all sectors of media. The anti-migrant attitudes of the Hungarian population grew since 2014.

According to the Eurobarometer survey from October 2017 on integration of (non-EU) immigrants (<http://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/survey/getsurveydetail/instruments/special/surveyky/2169>), 41% of 1038 interviewed Hungarians agree that fostering integration of immigrants is a necessary investment for their country in the long run. Among Europeans a clear majority (69%) agree to this statement. In Hungary, Malta and Greece, over six in ten (63%) respondents see immigration mainly as a problem, compared with around four in ten Europeans (38%), and with less than a fifth in Luxembourg (17%) and Sweden (19%). To the question whether the government is doing enough to support the integration of immigrants, 59% of the Hungarian respondents answered positively, among European respondents this satisfied answer was lower, 51%.

In the government's view in the long term the economic challenges, labour market needs are needed to be addressed by solutions focusing on national sources. Hungary has not regarded the migration flows as a solution for the demographic and labour market questions of the future.

In that current social-political context in Hungary was it difficult to engage micro-, and macro donors because supporting migrants and third-country nationals is not accepted and even rejected.

The integration contract as special system for the integration of beneficiaries of international protection operating from 2014 was short lived. Following the migration pressure this policy was reviewed, the measure was abolished, on the ground that the target group was not committed to integrate into the society of Hungary. Many disappeared after having received the first payment for the beginning 2-3 months.

However to comply with labour market needs, legislative amendments have facilitated international recruitment for specific groups of foreign workers, or sectors. As of July 2016, recruitment of Serbian and Ukrainian nationals in shortage occupations identified by the relevant ministry (Ministry of National Economy; including computer scientists, engineers, drivers, nurses, and carpenters) is exempt from labour market testing, and the decision will be made as soon as possible. Moreover, seasonal employment of Serbians and Ukrainians for less than 90 days does not require work authorisation. A fast-track procedure for single permit application is also available to Hungarian employers who have signed a strategic partnership agreement with the government, or implement an investment project of national interest, or plan to recruit in shortage occupations. In the case of "preferred employers" the labour authority makes a decision within 8 days, and the final decision by the Immigration and Asylum Office within 21 days. A specific permit for migrant entrepreneurs was also introduced.

The transposition of the EU Directives on seasonal workers and intra-corporate transferees (2014/36/EU and 2014/66/EU directives) has also resulted in smoother admission procedures for these groups of third-country nationals to the Hungarian labour market since September 2016. The recast Directive on students and researchers was transposed into Hungarian legislation in 2017, with effect from 1<sup>st</sup> of January 2018.

In 2016/2017 Hungary signed working holiday agreements with Australia, Chile, Hong Kong and Japan; negotiations are ongoing with Argentina.

**Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.**

It should be noted that both the media and the public discourse intensively and emotionally focused on the issue of migration. However, this debate was primarily concerned with illegal migration and the reception of asylum seekers, and the topic "integration of third-country nationals" was not in the subject of the discourse.

Researches on labour market integration of TCNS were executed in a previous period, with the support of the European Integration Fund. The accomplished studies are available in Hungarian language here: [http://solidalapok.hu/solid/elert\\_eredmenyek/18](http://solidalapok.hu/solid/elert_eredmenyek/18) .

As regards scientific results: During this period, only one research has been carried out. It examined the integration of migrant children into the educational system by analysing the results of the programs completed in recent years that were aimed to facilitate the school integration of TCN children and young people; it also assessed the needs of relevant stakeholders (teachers, pupils/students, parents), and outlined the possible ways of development. The completed study is available here: <http://www.iccr.hu/kutatasok/projekt-eredmenyek-bemutatas> .

**Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?**

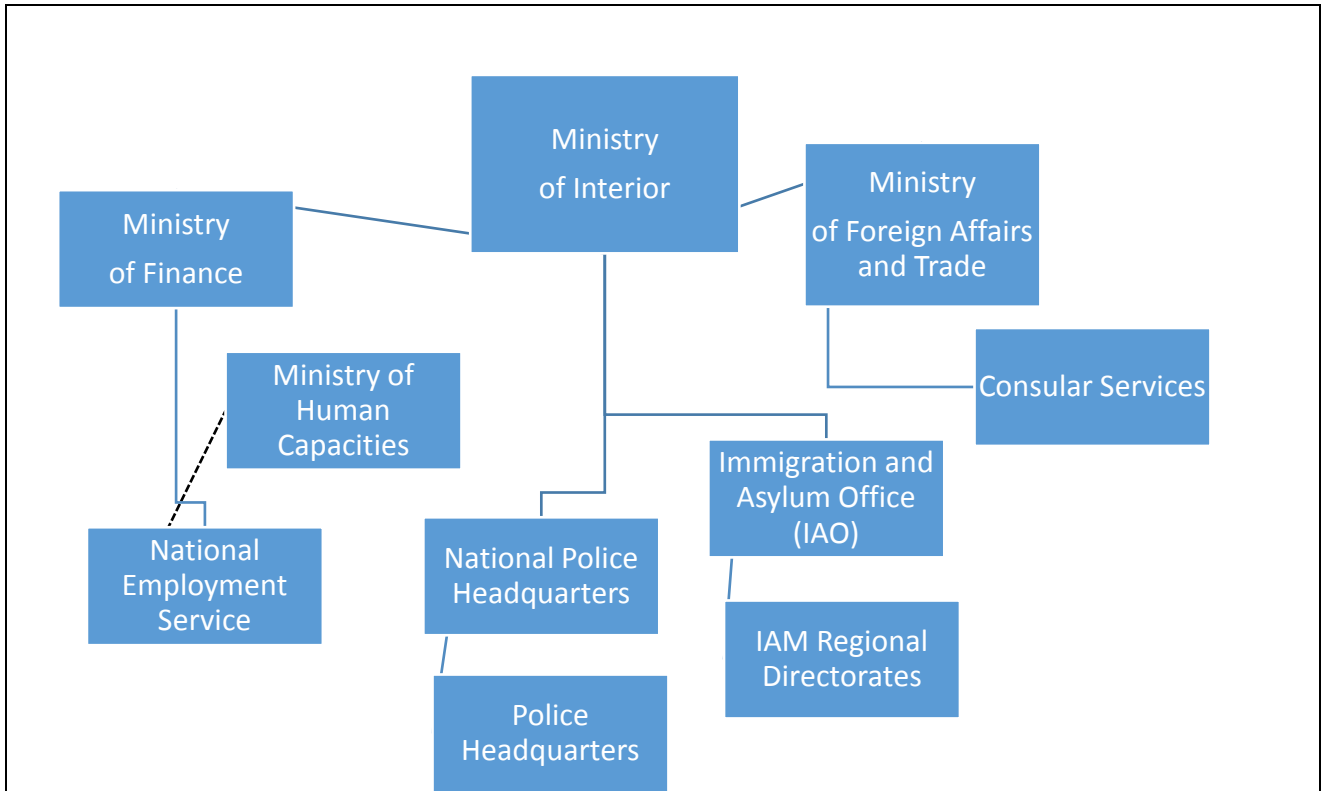
It is a priority for Hungary that the numbers in framework of legal migration are defined on national level since it is considered as to be national competence. In the governmental view in the long term the social and economic challenges arising from demographic processes need to be addressed by promoting the natural growth of the population.

In accordance with the needs of the Hungarian labour market, Hungary promotes the employment of skilled workers from third countries. The source of legal migration primary origins from the neighbouring countries of Hungary. As long as the domestic labour reserve becomes eligible for employment in the private sector, jobs in which neither Hungarian or EU citizens are available, the Hungarian market players will continue to be able to employ nationals from third countries. However, the main objective of the Hungarian government is to manage the labour shortage by re-training and reintegration of currently inactive persons who are still considered as reserve of Hungary.

The government considers migrant workers from the surrounding third countries primarily as employees. It is supposed that these people do not usually stay in Hungary, because their family- and social ties still bind them to their own country. Thus, it is not a strategic goal to integrate these people. However, all the economic, social and cultural rights of all foreign workers legally residing in Hungary is respected, in accordance with the Fundamental Law of Hungary and relevant international and European human rights conventions. It is not intended to prevent the integration of third-country workers permanently residing in Hungary, accordingly, neither their family reunification is hindered.

### 1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

**Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.**



Ministry of Interior is in charge of immigration policy, asylum policy and integration of third country nationals. This involves preparation of legislation related to migration and asylum, preparation of international agreements in the field of asylum, and supervision of the IAO and Police. With regard to EU funding the Ministry of Interior as Responsible Authority of the AMIF Fund, worked out the National Program; issued Working Programs for two- or three-year programming periods, ensuring the implementation of the National Program, follows the implementation of the projects.

Immigration and Asylum Office is in charge of visas, asylum applications, illegal immigration, residence permits, unaccompanied minors, voluntary return, removal, integration, reception, admission. It is the decision making authority in admission procedures, in asylum procedures, implementation authority in relation to the Dublin Regulation, management of the Country of Origin Information System and database, management of reception centers.

National Police Headquarters is in charge of border control, removal, illegal immigration, it supervises detention.

Ministry of Foreign Affairs and Trade is in charge of relation with third countries, visas, and co-development. Participates in the elaboration of migration policy, and coordinates the work of the consular services.

Consular Services abroad are in charge of issuing visas.

Ministry of Finance (earlier Ministry for National Economy) is in charge of determination of labour market access, determinates the maximum number of work permits issuable to third country nationals, and issues resolution as professional authority.

National Employment Services – integrated in Government Offices – are in charge of issuing work permits for third country nationals for establishing an employment relationship by way of application procedure. They provide assistance in job search to eligible persons under international protection and persons who have been granted settlement or immigration status.

National Employment Services perform their duties through their central and regional units, integrated in Government Offices. These authorities issue resolutions as competent authority set out by law regarding residence permits issued by the aliens policing authority by way of a single application

procedure.

Ministry of Human Capacities is in charge of recognition of foreign qualifications/certificates.

**Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004<sup>1</sup>?**

Annual reports are produced by the National Employment Service. Reports are available in Hungarian: [https://nfsz.munka.hu/Lapok/full\\_afsz\\_kozos\\_statiztika/stat\\_kulf\\_munkavall\\_mo-on.aspx](https://nfsz.munka.hu/Lapok/full_afsz_kozos_statiztika/stat_kulf_munkavall_mo-on.aspx). At this moment the latest publication is available for 2016.

Method is quantitative as well qualitative and based on administrative data, related to the issued work permits. Generally the focus relates to countries of origin, geographical distribution, different age groups, educational achievement, and relevant sectors.

As regards different age groups in 2016 most work permits were issued to third-country nationals at the age of 25-43 (39,6%) and 35-44 (26,7%). Compared with the data of 2015, the highest proportional increase can be observed at the ages 55 and over, where the number increased by 60%.

The number of third-country national workers who had higher education increased, by 132% compared to the previous year, this means 2260 persons from the total of 6303.

Core indicators according to the Zaragoza Declaration are: employment rate, unemployment rate, activity rate.

Eurostat recommends the Member States to use the Labour Force Survey for the indicators describing the situation in the labour market. To this Survey subject-specific module can be connected in order to access more detailed data about the phenomena.

The foreign nationals who are included in the Hungarian Labour Force Survey do not adequately represent this population. The proportion of foreign nationals in the population is small, their territorial distribution differs from the resident population, these aspects cannot be taken into consideration by the sample selection of the labour force survey, and the lower willingness of the respondents to respond also contributes to this.

Labour market indicators of Eurostat ([http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Migrant\\_integration\\_statistics\\_%E2%80%93\\_labour\\_market\\_indicators](http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Migrant_integration_statistics_%E2%80%93_labour_market_indicators); data extracted in May 2017) indicate that the migrant populations of Portugal, Croatia, Luxembourg and Hungary who were born elsewhere in the EU recorded particularly high activity rates relative to their native-born populations, with activity rates some 7-9 pp higher.

In Hungary to improve statistics on third-country nationals in the II. quarter of 2014 a special module supplemented the LFS basic survey, which dealt with the integration of third country nationals and their descendants, by addressing additional information (over-qualification, difficulties in the labour market) of the target group beyond basic indicators of the economic activity. This collection took place as a one-time data collection, regardless of the basic sample of the labour force survey, by visiting 4000

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<sup>1</sup> Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>



addresses. Publication is available on the website of the Hungarian Central Statistical Office, in Hungarian: [http://www.ksh.hu/docs/hun/xftp/stattukor/harmadik\\_mpiaci\\_helyzete.pdf](http://www.ksh.hu/docs/hun/xftp/stattukor/harmadik_mpiaci_helyzete.pdf).

Results were reflecting the official administrative data as regards main demographic composition. The proportion of men among third-country nationals is larger than among the total population. Generally speaking, men are more involved in migration. As regards legal migration this is particularly characteristic for those who come from Africa, where it is often a male member of the family who migrate in the hope of a better life in Europe.

The age-specific characteristics of third-country nationals differ significantly from the host society as a whole. The younger age composition of the migrant population is characteristic. The proportion of people aged 25-54 which is relevant to employment, among third countries is over 50%, the same in the total population is below 42%.

By examining gender, it turns out that migrant men have a much higher rate of activity than migrant women. Among third country nationals 70% of men are economically active, but this is only 50 % in the case of women. Although also in the resident population the proportion of economically active men is higher than the proportion of economically active women, but the gap between the gender is lower (66 and 52% respectively). While the activity of migrant men exceeds the Hungarian population by more than 4 percentage points, the activity rate of migrant women is almost 2 percentage points below the value of Hungarian women.

The group of immigrants is also heterogeneous in terms of education. The proportion of people with higher education is the highest among the Russian nationals, but the proportion is also higher among Chinese, Ukrainian and Vietnamese citizens than in the Hungarian population. The fact that the third-country nationals have a higher education level than the resident population means in most cases as well that they have more qualified professions. Most of the third-country nationals employed carry out higher-skilled jobs (55%), while just over a third (37%) of Hungarian citizens do so.

Indicators of Immigrant Integration 2015 of OECD/European Union (<https://www.oecd-ilibrary.org/docserver/9789264234024-9-en.pdf?expires=1530265830&id=id&accname=quest&checksum=E32D8794DE09477D1A2A467EC42687F8>) show that besides in Hungary, also in Poland, Turkey and Malta where immigrants account for a small share of total employment, they are overrepresented in both highly skilled and low-skilled occupations.

Based on the special migrant module the feeling and the fact of over-education can also be compared. Subjective evaluations by individuals also show that migrants tend to overemphasize their over qualification than Hungarians, moreover the difference is even sharper than the objective metric. While 8.4 % of the Hungarians, 15% of migrants consider themselves over-educated.

As the obstacle to qualifying for work 31% of the third country national respondents mentioned the lack of knowledge of the Hungarian language, 24% the discrimination based on origin or religion, 7% the legal barriers, and 2% indicated the nationalization of qualification in Hungary. 10% of respondents referred to "other" obstacles, 26% had no barrier factor.

Age groups	Third country nationals			Hungarian population		
	activity rate	employment rate	unemployment rate	activity rate	employment rate	unemployment rate
	<b>Total</b>					
15-74	60,8	57,2	6	58,5	53,7	8,1
25-54	79,6	75,4	5,2	84,9	78,8	7,2
	<b>Male</b>					

15-74	69,9	65,9	5,6	65,5	60,3	8
25-54	88,1	83,3	n.a.	91,1	84,8	7
<b>Female</b>						
15-74	50,2	46,8	6,7	51,9	47,6	8,2
25-54	69,6	66,2	n.a.	78,7	72,8	7,5

Overall, it can be said that the economic activity of the 15-74 year-olds (the combined ratio of employed and unemployed persons) was 2 percentage points higher than that of the resident population (61% and 59% respectively) at the time of the survey but the more detailed analysis also reveals different characteristics.

Excluding the composition effect originating in the different age distribution, the rate of employed third-country nationals would not be higher than that of the Hungarian population. The difference in the total employment rates for the whole age groups is due to the higher rate of employable age population. In the restricted age group 25-54 the employment rate of the third country nationals is 3.4 percentage points lower than in the Hungarian population. Their loss is almost twice as high as regards women, where compared to 73% of Hungarian employment only 66% of migrant women are employed.

*Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.*

**Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?**

*Please also mention which stakeholders face these challenges and obstacles.*

The Hungarian language is different to all other languages and this gives it the reputation of being among the most challenging languages in the world.

Hungarian is spoken in Hungary and in some neighbouring countries. It is spoken by communities of Hungarians in Slovakia, western Ukraine, central and western Romania (Transylvania and Partium), northern Serbia, northern Croatia, and northern Slovenia.

The acquisition of Hungarian language skills, which are essential to get along in everyday contexts, is a time-consuming and effort-intensive process. Without speaking any Hungarian it is difficult to find a proper job that matches the skills of the migrant. There were several examples for project-based trainings provided by civil organisations in the past.

Most migrants hold no settled and supportive social relationships. Unlike in other countries there are just a few and small migrant organizations led by migrants dealing with social integration. But there are several organizations supporting migrants. The function of the latter organizations was debated in the recent past.

Concerning other kinds of supportive systems: in many cases the professionals, state officials, or other staff are not properly prepared to work with them; as such, the lack of information and intercultural competences needed to deal with their case, and their rejection of the unknown situation makes the situation of migrants more difficult. The relatively low number of third country nationals has here also been mentioned. However there were also projects in the past which targeted the staff working in the related fields as social professionals, healthcare practitioners, law enforcement professionals. Trainings were held on migration, different migrant statuses and intercultural skills.

Recognition of foreign qualifications and other skills gained in foreign countries is also an important obstacle, many migrants have to leave their old profession or switch to a new one. There is a need for special

professional trainings, to be able to switch to a more favourable position on the labour market.

## 2 Part II: Member States measures and practices facilitating labour market integration of third-country nationals

*This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.***

### 2.1 OVERVIEW OF MAIN INTEGRATION AREAS

**Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.**

*If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study*

*Please focus on:*

- a) *The main objectives and approach in each relevant area, and actors involved.*
- b) *Briefly describe the implementation framework.*

*Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.*

<b>Area/component</b>	<b>General overview</b> Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	<b>Stakeholders</b> Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
<b>1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)</b>	(mainstream) labour market training for eligible groups; special trainings for target group	National Employment Service – regionally through employment departments of government offices; NGOs as beneficiaries of funding, see e.g. under Measure 1,2
<b>2. Enhancement of (soft) skills</b>	competence mapping, job skills training, language training, mentoring	mainly NGOs as beneficiaries of funding, see e.g. under Measure 1,2
<b>3. Provision of information and counselling</b>	labour market information, legal counselling	mainly NGOs as beneficiaries of funding, see e.g. under Measure 1, 2, 3
<b>4. Enhancement of intercultural/civic relations in the workplace</b>	community-building	mainly NGOs as beneficiaries of funding, see e.g. under Measure 1, 3, 4
<b>5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups</b>	mainstream programme for unemployed people; job search support, additional psychiatric and psychological care	Public Work Scheme; NGOs as beneficiaries of funding, see e.g. under Measure 1, 3, 4
<b>6. Incentive measures for migrants or employers</b>	scholarships, work experience opportunity	mainly NGOs as beneficiaries of funding, see e.g. under Measure 5
<b>7. Support for self-employment</b>	workshops, individual consultation, marketing	mainly NGOs as beneficiaries of funding, see e.g. under

	support	Measure 4
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## 2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

**Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.**

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

*Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).*

### Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a

### Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

company)

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 1	
Overview	
<b>Name</b>	Skills On!
<b>Type</b>	<i>Projects (ad-hoc)</i>
<b>Area</b>	<i>Training and qualification</i>
<b>Access</b>	All TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014.
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. 50.045.154 HUF (159.699,89 EUR) It is provided by AMIF (75%) + national budget (25%)
<b>Link</b>	<a href="http://artemisszio.blog.hu/tags/skills_on">http://artemisszio.blog.hu/tags/skills_on</a>
Description	
<p><b>M1.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p>d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a)</p> <p><i>Services of the project are available for all TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014.</i></p> <p><i>The Beneficiary is responsible for checking the entitlement, which is subject to ex-post control by the Responsible Authority.</i></p> <p><i>The target group's members can be informed by online media about the available opportunities. The interested TCNs are at first involved in pre-screening and needs assessments interviews. Based on the interviews, the TCN and the experts decide together which project services are in line with needs of client.</i></p> <p>b)</p> <p><i>Participation is voluntary and free of charge.</i></p> <p>c)</p> </div>	

*EU-nationals cannot benefit from the project's services.*

d)

No.

**M1.Q2. Please describe briefly the context in which the measure has started:**

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- e) *Key activities*

a)

*Duration of the project: 01.05.2016-30.06.2018.*

b)

No.

c)

*Although statistics show that the migrant population has a better employment situation in Hungary than the Hungarian population, this is not true for all groups of migrants.*

*The situation of Hungarian-speaking migrants from neighbouring countries and EU-nationals is really better; however inactivity and underemployment among TCN's are higher. Both the TCNs and the Hungarian society are interested in achieving that migrants are able to find workplaces suitable for their qualifications instead of underemployment. However, it is difficult for most third-country nationals to find jobs fitting to their qualifications.*

d)

*No determined time limitation.*

e)

- *individual competence mapping (Digital Empowerment Tool) and development*
- *job skills training*
- *labour market information*
- *internship placement*
- *social casework*
- *mentoring*
- *legal counseling*
- *pragmatic language training, related to the other elements*

**M1.Q3. Please briefly describe the implementation modalities, notably:**

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a)

*The measure is implemented within the framework of National Program AMIF.*

*Related action: Development and operation of training programmes and services responding to labour market needs for third country citizens*



*The Beneficiary is an NGO.*

*b)*

*The participation is totally free for TCNs.*

*c)*

*The related measure is financed by sources of AMIF and national budget.*

*Neither the implementing organisation nor the participating TCNs has to pay own contribution.*

*TCNs participating in the implementation of the project – as mentor or blogger – receive remuneration.*

**M1.Q4. Please briefly describe the impact of the measure and notably:**

*a) Did it meet the anticipated objectives? YES/NO/Partly*

*b) What are the main outcomes*

*c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

*d) Challenges during implementation and remedies applied*

*e) Likelihood of continuation of the measure. If discontinued, please explain why*

*a)*

*Yes.*

*b)*

*By the end of April 2018, 74 TCNs accomplished labour market training, 49 TCNs gained work experience, and 121 TCNs received assistance of social workers.*

*c)*

*The Responsible Authority follows the implementation of the project through the regular reports of the Beneficiary and on the spot monitoring.*

*The achievement of the indicators and the targeted results of the project will be monitored and evaluated by project supervisors during the closing procedure.*

*The results of the National Programme is planned to be evaluated in the framework of midterm and ex-post evaluation. The evaluation will be carried out by a steering board, the members of which will be internal experts of the Responsible Authority and also with the involvement of external experts.*

*d)*

*There are no relevant challenges.*

*e)*

*The project will be closed in 30/06/2018. In absence of AMIF's or other financial support, the Beneficiary cannot provide the services. The Responsible Authority has not yet published a call for proposals in line with project objectives.*

Measure 2	
Overview	
<b>Name</b>	C'mon, let's speak Hungarian!!
<b>Type</b>	Projects (ad-hoc)
<b>Area</b>	Enhancement of (soft) skills

<b>Access</b>	All TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014.
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. 46.860.350 HUF (150.909,280 EUR) It is provided by AMIF (75%) + national budget (25%)
<b>Link</b>	<a href="https://converzum.hu/mmia/mmia1/">https://converzum.hu/mmia/mmia1/</a>
<b>Description</b>	
<p><b>M2.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i>                      b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i>                      c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i>                      d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a)  <i>Services of the project are available for all TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014. The Beneficiary is responsible for checking the entitlement, which is subject to ex-post control by the Responsible Authority.</i></p> <p><i>Students first complete the application form, then take a placement test and join the appropriate course for their level of ability.</i></p> <p>b)  <i>Participation is voluntary and free of charge.</i></p> <p>c)  <i>Only the TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014. can benefit from training within the framework of this project.</i></p> <p><i>EU-nationals can join to market-based courses of the organisation.</i></p> <p>d)  <i>No.</i></p> </div> <p><b>M2.Q2. Please describe briefly the context in which the measure has started:</b></p> <p>a) <i>When was the measure introduced and what was/is its duration?</i>                      b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i>                      c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in</i></p>	

*the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*

d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*

e) *Key activities*

a)

*Duration of the project: 01.03.2016-30.06.2018.*

b)

*No.*

c)

*In social and labour market integration, knowledge of the Hungarian language is necessary. The better the language knowledge is, the candidate is more likely to succeed in a job interview, and has more opportunities to perform different tasks. Integration is promoted by knowledge of everyday life and culture as well.*

d)

*No determined time limitation.*

e)

- Hungarian language courses completed with educational materials on culture*
- an online interface / mobile application with practice materials*
- regularly scheduled community-building, team building and speech-centric "Language Club" that enables migrant pupils at different language levels to learn about the culture of each other*

**M2.Q3. Please briefly describe the implementation modalities, notably:**

a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*

c) *How and by whom is it promoted to third-country nationals?*

a)

*The measure is implemented within the framework of National Program AMIF.*

*Related action reviewed past and current programmes providing Hungarian language training to third country citizens; effective language training was developed and operated, which is compliant with the needs of TCNs*

*The Beneficiary is an accredited language school from the private sector.*

b)

*The participation is totally free for the TCNs, but the Beneficiary, to reduce the risk of dropping out, requests a deposit from the students, which will be refunded after completing the course.*

c)

*The related measure is financed by sources of AMIF and national budget.*

*Neither the implementing organisation nor the participating TCNs has to pay own contribution.*

**M2.Q4. Please briefly describe the impact of the measure and notably:**

a) *Did it meet the anticipated objectives? YES/NO/Partly*

b) *What are the main outcomes*

c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

d) *Challenges during implementation and remedies applied*

e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a)  
Yes.

b)  
*By the end of April 2018, 336 TCNs successfully completed a language course.*

c)  
*The Responsible Authority follows the implementation of the project through the regular reports of the Beneficiary and on the spot monitoring.*  
*The achievement of the indicators and the targeted results of the project will be monitored and evaluated by project supervisors during the closing procedure.*  
*The results of the National Programme is planned to be evaluated in the framework of midterm and ex-post evaluation. The evaluation will be carried out by a steering board the members of which will be the internal experts of the Responsible Authority and also with the involvement of external experts.*

d)  
*There are no relevant challenges.*

e)  
*The project will be closed in 30/06/2018. In absence of AMIF's or other financial support, the Beneficiary cannot provide the services. The Responsible Authority has not yet published a call for proposals in line with project objectives.*

Measure 3	
Overview	
<b>Name</b>	Labour market and integration support services for migrants studying in tertiary education
<b>Type</b>	<i>Projects (ad-hoc)</i>
<b>Area</b>	<i>Enhancement of (soft) skills</i>
<b>Access</b>	TCNs studying in Hungarian tertiary education (in line with Article 9 (1) of Regulation (EU) No 516/2014.)
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>

<b>Budget</b>	The budget is approx. 38 925 471 HUF (125 355,76 EUR) It is provided It is provided by AMIF (75%) + national budget (25%)
<b>Link</b>	<a href="http://jovokerek.hu/skillsandjobs/">http://jovokerek.hu/skillsandjobs/</a>
<b>Description</b>	
<p><b>M3.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i>  b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i>  c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i>  d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a)  <i>The services of the project are available to TCNs who can certify that they undertake higher education in Hungary.</i>  <i>The Beneficiary is responsible for checking the entitlement, which is subject to ex-post control by the Responsible Authority.</i>  <i>The target group's members can be informed by leaflets placed in higher education institutions and online media about the available opportunities. After registration, the counsellor together with the client determines the targets, mapping the necessary and existing knowledge and skills, and then selecting the adequate services.</i></p> <p>b)  <i>Voluntary and free of charge.</i></p> <p>c)  <i>EU-nationals cannot benefit from the project's services.</i></p> <p>d)  <i>Services are only available to TCNs studying in Hungarian tertiary education (in line with Article 9 (1) of Regulation (EU) No 516/2014.).</i></p> </div> <p><b>M3.Q2. Please describe briefly the context in which the measure has started:</b></p> <p>a) <i>When was the measure introduced and what was/is its duration?</i>  b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i>  c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i>  d) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i>  e) <i>Key activities</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a)  <i>Duration of the project: 01.08.2016-28.02.2018.</i></p> <p>b)  <i>No.</i></p> <p>c)  <i>Migrant students have limited access to social, health, labour market and legal services,</i></p> </div>	

*because the lack of structured and well-informed information on many important issues. They often live in isolation, not only with members of the host society, but with other migrants as well.*

*Deficiencies in active Hungarian language skills, lack of awareness, difficult understanding ability of bureaucratic processes, stereotypes of the host society; solitude and isolation are at the expense of quality of life.*

d)

*No determined time limitation.*

e)

- study about needs of the target group*
- competence mapping*
- individual job-seeking counselling*
- job club*
- skill-development workshops*
- enterprise improvement counselling*
- mentoring*
- community programs*
- social media networking*

**M3.Q3. Please briefly describe the implementation modalities, notably:**

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a)

*The measure is implemented within the framework of National Program AMIF.*

*Related action: Hungarian language and intercultural education of TCNs studying in Hungarian higher education; development and operation of programs to assist in their integration into the labour market*

*The Beneficiary is an NGO.*

b)

*The participation is totally free for the TCNs.*

c)

*The related measure is financed by sources of AMIF and national budget.*

*Neither the implementing organisation nor the participating TCNs has to pay own contribution.*

**M3.Q4. Please briefly describe the impact of the measure and notably:**

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a)

*Yes.*

b)

*By the end of project, 134 TCNs received individual counselling and/or mentoring; 67*

	<p>TCNs participated in community programs; 70 TCNs received skill development; 16 TCNs actively participated in the project implementation.</p> <p>c)</p> <p>The Responsible Authority follows the implementation of the project through the regular reports of the Beneficiary and on the spot monitoring.</p> <p>The achievement of the indicators and the targeted results of the project will be monitored and evaluated by project supervisors during the closing procedure.</p> <p>The results of the National Programme is planned to be evaluated in the framework of midterm and ex-post evaluation. The evaluation will be carried out by a steering board the members of which will be the internal experts of the Responsible Authority and also with the involvement of external experts.</p> <p>d)</p> <p>The members of the target group had significant workload due to their studies. Therefore, they often did not appear in pre-arranged meetings or counselling. To solve this problem, the beneficiary provided the possibility of on-line contact and counselling, and reminded clients more often of the dates of the scheduled programs.</p> <p>e)</p> <p>The project's implementation was closed in 28/02/2018. In absence of AMIF's or other financial support, the Beneficiary cannot provide the services. The Responsible Authority has not yet published a call for proposals in line with project objectives.</p>
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Measure 4	
Overview	
<b>Name</b>	By Our Own Efforts 3.0- Entrepreneurial Service Centre for migrants
<b>Type</b>	Projects (ad-hoc)
<b>Area</b>	Support for self-employment
<b>Access</b>	All TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014.
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. 23 6109 795 HUF (75 235,95 EUR)  It is provided by AMIF (75%) + national budget (25%)
<b>Link</b>	<a href="http://www.entrend.hu/">http://www.entrend.hu/</a>

Description
<p><b>M4.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i>                      b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i>                      c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i>                      d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a)                              Services of the project are available for all TCNs specified by Article 9 (1) of Regulation (EU) No 516/2014.                              The Beneficiary is responsible for checking the entitlement, which is subject to ex-post control by the Responsible Authority.                              The beneficiary involved the interested TCNs in collaboration of migrant specific organisations and by press (banners, press releases) or personally by a migration expert.                              The beneficiary signed a training contract with the applicants.</p> <p>b)                              Participation is voluntary and free of charge.</p> <p>c)                              EU-nationals cannot benefit from the project's services.</p> <p>d)                              No.</p> </div> <p><b>M4.Q2. Please describe briefly the context in which the measure has started:</b></p> <p>a) <i>When was the measure introduced and what was/is its duration?</i>                      b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i>                      c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i>                      d) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i>                      e) <i>Key activities</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a)                              Duration of the project: 01.09.2016-31.01.2018.</p> <p>b)                              No.</p> <p>c)                              The common feature of TCNs is not knowing the entrepreneurial and cultural environment, but most of their other characteristics are very heterogeneous: their cultural background, entrepreneurial skills and knowledge are very varied and on different levels. That's why the mainstream system cannot provide them tailor-made training programs. To helping to start an own business, there is a need for the transfer of practical skills and knowledge that is less effective among traditional forms of training. For migrants there is a serious problem in the participation in trainings that is caused by many factors (e.g. difficult individual situation, cultural factors, etc.); however, its effects could be partially eliminated</p> </div>



by providing personal assistance and mentoring.

d)

No determined time limitation.

e)

- thematic workshops ("Entrepreneurial Self Knowledge", "Create Your First Business Plan!", "Learn How to Found Your Business in Budapest!", "Marketing basics, Corporate Identity", "Online Marketing", "Make the Most Out of Your Presentation!")
- individual consultation
- practical support
- platform for the exchange of views and experiences
- marketing support
- mentoring

**M4.Q3. Please briefly describe the implementation modalities, notably:**

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- c) How and by whom is it promoted to third-country nationals?

a)

The measure is implemented within the framework of National Program AMIF.

Related action: Development and operation of programs to support the entrepreneurship of migrants

The Beneficiary is a NGO.

b)

The participation is totally free for the TCNs.

Most talented participants received material support in setting up their businesses: brand-design, Web development, marketing support, printed business cards

c)

The related measure is financed by sources of AMIF and national budget.

Neither the implementing organisation nor the participating TCNs has to pay own contribution.

**M4.Q4. Please briefly describe the impact of the measure and notably:**

- a) Did it meet the anticipated objectives? YES/NO/Partly
- b) What are the main outcomes
- c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- d) Challenges during implementation and remedies applied
- e) Likelihood of continuation of the measure. If discontinued, please explain why

a)

Yes.

b)

By the end of project's implementation, 47 TCNs successfully completed business development trainings, 27 received business law counselling.

c)

The Responsible Authority follows the implementation of the project through the regular

	<p><i>reports of the Beneficiary and on the spot monitoring.</i></p> <p><i>The achievement of the indicators and the targeted results of the project will be monitored and evaluated by project supervisors during the closing procedure.</i></p> <p><i>The results of the National Programme is planned to be evaluated in the framework of midterm and ex-post evaluation. The evaluation will be carried out by a steering board the members of which will be the internal experts of the Responsible Authority and also with the involvement of external experts.</i></p> <p>d)</p> <p><i>During the summer, the participants were on holiday or travelled to their country of origin, so they were not available, and reacted slowly. The Beneficiary prepared for this, preliminarily evaluated when they will be available and tried to schedule the work accordingly.</i></p> <p>e)</p> <p><i>The project closed in 31/01/2018. In absence of AMIF's or other financial support, the Beneficiary cannot provide the services. The Responsible Authority has not yet published a grant application in line with project objectives.</i></p>	
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Measure 5	
Overview	
<b>Name</b>	MentoHRing
<b>Type</b>	<i>Projects (ad-hoc)</i>
<b>Area</b>	<i>Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)</i>
<b>Access</b>	Vulnerable TCNs especially beneficiaries of international protection
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
<b>Coverage</b>	<i>National</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. <b>52 285 772 HUF (168 381,33 (EUR))</b> It is provided by AMIF (75%) + national budget (25%)
<b>Link</b>	<a href="https://menedek.hu/en/node/639">https://menedek.hu/en/node/639</a>
Description	
<b>M5.Q1. Please describe how third-country nationals can access the measure, notably:</b>	

- a) *Elaborate in brief on the conditions and process of accessing for third-country nationals*
- b) *Is the measure voluntary or compulsory? Is it provided free of charge?*
- c) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals*
- d) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

a)

*Services of the project are available inclusively for the vulnerable TCNs*

*The Beneficiary is responsible for checking the entitlement, which is subject to ex-post control by the Responsible Authority.*

*The staff of the service centre have an active relationship with the target group, thus, they can inform personally the potential clients.*

*At the first meetings, the social workers assess the client's state, take interview, and draft the plan for social casework.*

b)

*Participation is voluntary and free of charge.*

c)

*EU-nationals cannot benefit from the project's services.*

d)

*Services of the project are available inclusively for the vulnerable TCNs. According to relevant EU and national legislation, vulnerable groups include the following categories of persons requiring special treatment: unaccompanied minors or vulnerable persons - in particular minors, elderly people, persons with disabilities, pregnant women, single parents with dependent minors and victims of torture, rape or other serious forms of psychological, physical or sexual violence – who have been found to have special needs based on an individual evaluation of their situation.*

**M5.Q2. Please describe briefly the context in which the measure has started:**

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- e) *Key activities*

a)

*Duration of the project: 01.07.2016-31.01.2018.*

b)

*No.*

c)

*In Hungary, the beneficiaries of international protection have practically the same rights as Hungarian citizens, but they are less able to live with these rights. On the one hand, the less tolerant and inclusive attitude of the majority society, on the other their traumas, their fears of persecution, are the ones that limit their successful integration. It's a big challenge for them find accommodation and work, generally have no connections, they have deficiencies of Hungarian language competencies and different cultural backgrounds. The co-operation with the designated family help services cannot provide efficient help.*

*They have difficulties to find a job that matches their qualifications or keep it permanently. In many cases, their labour market integration is obstructed by the negative attitude of potential employers. Thus, beneficiaries of international protection are more affected by unemployment or disadvantages of black market economy's employment.*

d)

*No determined time limitation.*

e)

- *social counselling*
- *mentoring*
- *legal counselling*
- *additional psychiatric and psychological care*
- *job search club*
- *occupational therapy group*
- *Hungarian language competence development*
- *opportunity to gather work experience*
- *campaign targeting employers*

**M5.Q3. Please briefly describe the implementation modalities, notably:**

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a)

*The measure is implemented within the framework of National Program AMIF.*

*Related action: Development of special services increasing employability for vulnerable groups, in particular those under international protection*

*The Beneficiary is a NGO.*

b)

*The participation is totally free for the TCNs.*

c)

*The related measure is financed by sources of AMIF and national budget.*

*Neither the implementing organisation nor the participating TCNs has any costs.*

*To facilitate getting involved participants receive a scholarship (30 000 HUF/month).*

**M1.Q4. Please briefly describe the impact of the measure and notably:**

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a)

*Yes.*

b)

*By the end of March 2018, 375 vulnerable persons received social casework, and 81 additional psychiatric and / or psychological care, 19 persons successfully completed a training, 14 persons earned work experience.*

c)	<p><i>The Responsible Authority follows the implementation of the project through the regular reports of the Beneficiary and on the spot monitoring.</i></p> <p><i>The achievement of the indicators and the targeted results of the project will be monitored and evaluated by project supervisors during the closing procedure.</i></p> <p><i>The results of the National Programme is planned to be evaluated in the framework of midterm and ex-post evaluation. The evaluation will be carried out by a steering board the members of which will be the internal experts of the Responsible Authority and also with the involvement of external experts.</i></p>
d)	<p><i>Defence at the external Schengen border and the unprecedented wave of illegal migration in 2015 required extraordinary measures; in order to ensure immediate solutions a temporary border barrier was erected in 2015. As a consequence, the number of target groups significantly decreased during the project period.</i></p>
e)	<p><i>The project will be closed in 30/06/2018. In absence of AMIF's or other financial support, the Beneficiary cannot provide the services. The Responsible Authority has not yet published a call for proposals in line with project objectives.</i></p>

### 2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/ large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.<sup>2</sup>

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<sup>2</sup> The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: <https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e->

### Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

### Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

### Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

### Industry Sectors

- |   |                                       |
|---|---------------------------------------|
| 1. Agriculture, forestry and fishing                  | 6. Transport and communication        |
| 2. Energy and water                                   | 7. Financial and business services    |
| 3. Manufacturing                                      | 8. Public admin, education and health |
| 4. Construction                                       | 9. Domestic work sector               |
| 5. Wholesale and retail trade, hotels and restaurants | 10. Other services                    |

**Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).**

*NO. No such initiatives could be identified. As it was presented above the total number and rate of third country nationals in relation to employed nationals is low in Hungary. Even large enterprises deal with foreign nationals on case-by-case basis. Some provide language courses, mentor or coach to facilitate integration in the company on individual basis but there are no exact programmes or elaborated projects.*

**Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.**

*See Q.13.*

*Please fill out the table describing private sector measures and please copy the table below for further measures.*

### Private Sector - Measure 1

[library/documents/policies/legal-migration/integration/docs/20171220\\_european\\_partnership\\_for\\_integration\\_en.pdf](library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf); it has been translated into all EU languages.

Overview	
<b>Name</b>	<i>Please insert name of the measure here.</i>
<b>Company size</b>	<i>Choose from drop down menu here</i>
<b>Company type</b>	<i>Choose from drop down menu here</i>
<b>Sector</b>	<i>Choose from drop down menu here</i>
<b>Area</b>	<i>Choose from drop down menu here</i>
<b>Access</b>	<i>Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups</i>
<b>Target group</b>	<input type="checkbox"/> <i>Low skilled,</i> <input type="checkbox"/> <i>Medium skilled,</i> <input type="checkbox"/> <i>High skilled</i> <input type="checkbox"/> <i>Specific group such us vulnerable, young, female, seasonal workers, etc.</i>
<b>Coverage</b>	<i>Choose from drop down menu here</i> <i>If "other", please add further information here</i>
<b>Budget</b>	The budget is approx. <i>Please provide approximate budget here</i> It is provided by <i>Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i>
<b>Link</b>	<i>Please provide hyperlink to source/project here, if available</i>
Description	
<p><b>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</b></p> <ul style="list-style-type: none"> <li><i>a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)</i></li> <li><i>b) Objective and main activities</i></li> <li><i>c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.</i></li> <li><i>d) How can third-country nationals access the measure? Are they selected?</i></li> </ul> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 10px;"></div>	
<p><b>PSM1.Q2. Please briefly assess the impact of the initiative, namely:</b></p> <ul style="list-style-type: none"> <li><i>a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)</i></li> <li><i>b) Elaborate on achievements of set objectives and main outcomes</i></li> <li><i>c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)</i></li> </ul>	

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**Conclusions (optional)**

**Q15.** With regard to the aims of this study, what conclusions would you draw from your findings?

*Note: The text in this part will serve as a source when compiling the synthesis report.*

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