



THE COMMISSIONER FOR FUNDAMENTAL RIGHTS
THE NATIONAL HUMAN RIGHTS INSTITUTION OF THE UNITED NATIONS
HUNGARY

NOTE

“Decent Start – Job Opportunities for the Youth”

Workshop

organized by the Office of the Commissioner for Fundamental Rights

Date: 21st June 2013.

Venue: Office of the Commissioner for Fundamental Rights, Budapest, Hungary

A thematic workshop was held on the important subject theme of employment opportunities for the youth. Several scholars and representatives of the civil society and the private sector held their presentations on the one-day event which took place in the Office of the Commissioner for Fundamental Rights.

In his welcome speech, **Prof. Máté Szabó**, the Commissioner for Fundamental Rights said that in the last 6 years the Office has addressed the question of employment, especially that of the employment for the youth. Today the high unemployment rate of the youth is a pan-European problem and sadly the most prepared generation is hit. The Office has already inquired into public employment from the perspective of fundamental rights in 2012, in the framework of this project the Office was supported by the Hungarian Association of Craftsmen’s Corporations and has also cooperated with other organizations. Prof. Máté Szabó explained that in the project dealing with the issue of how the young generations could become entrepreneurs, the Office examined to what extent legal and administrative institutions prevent the young generation from starting an enterprise and pose difficulties for them.

Mr. László Andor, the European Union’s Commissioner for Employment, Social Affairs and Inclusion, in his video message talked about the initiatives at EU level that address the high rate of unemployment among the youth. He also said that the Commission is proposing that EUR 6 billion of the Youth Employment Initiative should be “frontloaded” so that this money is committed in 2014 and 2015 rather than over the seven year period of the Multiannual Financial Framework. He also said that Member States need to bring forward their youth employment programmes in the autumn.

Ms. Adrienne Zemplényi, leader of the project, from the Office of the Commissioner for Fundamental Rights, introduced the project entitled “Decent Start” which has the objective of investigating employment and employability for the youth and whether and how the connection of education and employment is accomplished and what the state does or can do in order to facilitate employability for the youth.

Mr. György Vadász, President of the Hungarian Industrial Association, who has sponsored the event, talked about how the youth can become entrepreneurs. **Mr. Tibor Pásztor**, DDG

of the Vocational and Adult Training Board of the National Labour Office, explained the recent changes of the Hungarian Education System adopted in order to help youth and adults get a job.

Ms. Katalin Horváth-Egry, chief legal advisor of the Office of the Commissioner for Fundamental Rights explained that in the framework of the project a questionnaire was distributed to the State Secretary of the Ministry of Human Resources, student self-governments and other stakeholders. She said that internship is also an insured legal relationship during which according to the law students are entitled to be paid. However, this obligation to pay to students for the internship prevents some institutions from receiving students. In addition, an internship abroad does not fall within the scope of the law.

Mr. István Kósa, Head of Department at the Ministry of National Economy, presented what role the state takes in order to support employability for the youth. The emphasis should be placed on those with a basic or middle level education background as here Hungary is significantly lagging behind the EU average. The government intends to increase taxes on consumption rather than on wages, as this latter would restrict employability.

Mr. Gábor Rutai, project leader at FIVOSZ (Fiatal Vállalkozók Országos Szövetsége, in English: Young Entrepreneurs Association Hungary) said that the objective is to assist the future entrepreneur generation (between 16 and 40). He also detailed the restrictions that those are facing who wish to set up their enterprise. Last, he also talked about the possibilities for support to the future entrepreneurs.

Mr. Gyula Kücsön, President of the National Association of School Unions, explained that school unions are unique Hungarian entities in the framework of which full-time students may undertake work legally under state subsidy. The operation of school unions has been a success story, offering community experience and personality development as well.

The presentations were followed by speakers who commented on the presentations. **Ms. Edit Kajtár**, Senior Lecturer at the Law Faculty of the University of Pécs, highlighted that atypical forms of labour relationships are becoming more and more common, which is good if the employees voluntarily opt for these forms, but employees should not be under pressure to accept them. She also underlined that special protection should be given to people with disabilities in their working relations.

Ms. Zsuzsanna Beszteri, Governmental Problems Executive at IBM Hungary, stressed that during education more emphasis should be put on practical knowledge and soft skills. She presented the company and said that considerable money is spent on trainings at IBM and she also detailed the challenges the company is facing with regard to the labour market.

Ms. Zsuzsanna Polyák, Head of Department at the Human Resources Department of the National Transport Authority, talked about the scholarship programs for recent graduates.

Mr. Miklós Weisz, co-chair of AGRIA, Agricultural and Rural Youth Association, underlined that the agricultural sector is a special sector in the respect that it deals with living organizations and that it is cyclical. Unfortunately, in the European Union as well as in

Hungary, the ratio of young entrepreneurs in the agriculture is very low. He also talked about Hungary's potentials for growth, mentioning gardening, the use of thermal water and animal husbandry.

Mr. Richard Rajnai (owner of the Kötéltechnikai Kft., in Hungarian: Rope Technique Limited) shared his experience of becoming a successful entrepreneur. Richard Rajnai was chosen the entrepreneur of the year 2012. Finally, **Ms. Zsuzsanna Kőrösligeti** (Career Office Manager at Budapest College of Management International) explained to the audience that Budapest College of Management International puts great emphasis on internships and practical experience.