

Recommendation

Dear Reader,

Low employment and the problem of unemployment have been of “evergreen” problems since the end of the 1980s in Northern Hungary. This problem, that had seemed to be moderating slowly, was exacerbated by the financial, later economic crisis started in the second half of last year. That is why we considered it to be relevant to stop for a while, during the movement change of the crisis management that has been based on therapy curing symptomatic, rather than real causes, and review the experiences, the related research results and the theoretical foundations.

Therefore, in the studies heading of the current issue of Strategic Papers, we deal with topics that are popular with public discourses like the change of working motivations, the employment of the old, the relationship between migration and employment and between migration and regional development. In the workshop heading, we review the results of the recent labour market programmes, the experiences of the labour market programmes to promote the employment of disadvantaged people, the proposals of the experts of the region for the regional employment policy, the recommendations of the employment conference organized in Szerencs in May concerning the improvement of the efficiency of employment pacts, communal businesses and public employment and the results of a research supporting a new cooperation of employment. In the facts heading, we publish the most recent statistical characteristics of the employment in the Northern Hungarian region.

I do hope that with this issue, we manage to provide interesting and useful information for those who form the development strategy of the region and to contribute to the formation of the thinking related to employment, maybe to generate professional debates. Please read it with attention. The editors gladly give opportunity to the comments in the next issues.

Miskolc, May 2009

József Szabó

general director of the North Hungarian Regional Job Centre

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Summaries

Katalin Lipták:

Employment Policy in Hungary, with special Regard to the Employment of the Old

In my paper, I am going to examine the employment policy, with special regard to the employment of the old which is one of the most considerable social questions recently. The term employment policy is very often used even if it is rarely known what it exactly means. I am going to highlight and explain the meaning of this, avoiding the potential misunderstanding. It is essential that everybody knows the importance of employment policy in the society, in the legal system and in the economy as well. I review the establishment of the European's and the domestic employment strategies' directions. The core of my research is made up of the analysis of the Hungarian recent employment lines and old aged people's employment policy. I analyse in detail the employment of the old in Hungary.

Hungary still has an important lag comparing to the European Union's average in employment. Our disadvantage is especially remarkable in the employment of the old. This is a stratum of the labour-market in unfavourable conditions. In my research, I have focused on the employment of the old and I have revealed the programs and economic measures available for them.

Lóránt Dávid – Balázs Kovács – Géza Tóth:

The Role of Tourism in Northern Hungary: the Relationship between the Labour Market and Macroeconomic Efficiency

When examining the characteristics of tourism in Northern Hungary, one cannot forget about the environment in which the phenomenon is embedded. The socio-economic environment has an impact on the quantity and quality of tourism in the same manner as tourism has an influence on its environment. Therefore, there is a strong correlation between tourism and the settlements it takes place in. It means that tourism revenues are retained by the inhabitants of the settlements, nevertheless the obligation (of the state) in connection with tourism is the responsibility of the county. Consequently, we decided to carry out small regional examinations since it is situated between the two layers, thus it makes the local examination of tourism possible and at the same time it also enables us to use integrated socio-economic indicators. The small regional level could provide a more differentiated description for the county and the regional tourism development and could also help to better understand tourism in Northern Hungary and may facilitate the development of more efficient action plans. In this part, the relationship between tourism and demographic-, economic-, and social variable groups in Northern Hungary have been examined in detailed at the small regional level. Altogether 34 variables have been used to analyse the period between 2001 and 2006. One of our methods is factor-analysis which enabled us to reduce the number of variables in a way that we were still able to retain relevant information. Loglinear modelling was also used to analyse interactions between the criteria. We have demonstrated that it is possible only by radical changes to alter the current trends in human resource development while the new challenges require entirely new training methods to enable the tourism sector to be able to live up to the requirements of the challenges of the labour market in the 21st century.

Zsuzsanna Halász Dabasi:

Standpoints and recommendations for elaborating the regional migration directive supporting employment policy

The central statement of this paper is that the competitiveness of certain countries, regions and counties and their migration are interdependent. The international migration on the labour market can be influenced; and it is important that the economic policy of a region pays more attention to the labour migration processes. It is necessary to develop an employment policy in a way that the international migration receives a strategic role in it, or to develop a transnational migration concept, parallel with the employment policy, which is in close relation with the employment policy concept.

I interpret my views within the historically developed analytical frameworks influenced by the economic paradigms. It means that the various economic theories cannot define either the direction or the extent of the migration processes; nevertheless, they have explanatory power that should be taken into account in the surveys serving as basis for the active economic policies. In my view labour market and the migration influencing it have significant roles in adapting to the new technical-economic paradigms. I hold that the mobility of the highly qualified employees is of key importance.

Éva Fekete G. – Gábor Osgyáni:

Workers' motivation variations over time and space

The main objective of the research conducted with the support of the National Employment Foundation (OFA) in the MTA Regional Research Centre is to map up workers' motivation variations according to time as space as an obstacle to employment, additionally to define measures that could strengthen motivation.

Workers' motivation depends basically on so-called "objective" factors, such as demographic and social situation of the worker that determines his labour market potential, the available job's characteristics, expected remuneration. The worker decides to take or to refuse a job offer depending on these factors, the fact that he is well-informed or not, plus his internal motivation.

According to our research, these "objective" factors unfavourably influence the positive outcome of the worker's consideration. In the current circumstances it is a quite reasonable consequence that unemployed and inactive workers remain reluctant to get employed or decide on getting engaged in undeclared jobs. Job motivations (subjective factors) are mainly composed of needs, habits, external expectations and emotions associated to former experiences.

Our research underpinned our preliminary assumption that measures that facilitate employment growth by involving unemployed and inactive workers who are the most important actors in this process are as follows:

- a) instead of public work, providing jobs that ensure security, predictability, clear rules, gradually growing requirements and jobs that are of high value for the society.
- b) socialization of students to work by school and summer works programmes; enlarging summer student job availabilities; paying greater attention to the socializing role of on-the-job training programs.
- c) PR campaigns to disseminate models of successful worker behaviour, breakthrough options.
- d) Involving the most disadvantaged individuals in networks
- e) Providing sense of triumph, and thus increasing self-confidence of individuals in the field of work by setting attainable tailor-made goals, gradually growing requirements, continuous "learning by doing" trainings with a mentor's support.

The aforementioned recommendations could be more easily implemented if a solid social economy could underpin the initiative. The research is justified by the current political

endeavour to improve employment rates. Results could be well deployed in employment policy-making or for preparing employment programs.

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