

YOUTH-EMPOWERMENT-SOLUTIONS – FACILITATION OF SOCIAL RECEPTION OF HANDICAPPED YOUNG PEOPLE IN DOMBÓVÁR MICROREGION

TÉSITS RÓBERT – SOPONYA MIHÁLYNÉ

The European Committee, the European Union and further international organisations, governments and civil organisations describe the legal conditions of the disabled, and designate the tasks aiming at the establishment of their equal treatment. One of the most important issues within the scope of the fruitful European Year of the Disabled (2003) was whether sustainable results can be reached after 2003.

The goal of the European Union's strategy for the long-term employment of the disabled is to ensure equal opportunities in order to allow these people to enjoy their rights to human dignity, equal treatment, independent life and to participation in society. Actions initiated by the European Union re-inforce the economic and social value system of the EU, since they make it possible for the disabled to realize their capacities and to participate in economy and in society (European Commission, 2005).

Owing to realized legal harmonization, financial aid for the employment of the disabled has gone through major changes since Hungary's accession to the EU. The system of funds aiding the employment of the disabled changed radically after January 1st, 2005. The prevailing laws in effect approached the availability of the funds more severely.

The re-/integration and equality of the disabled is gaining more and more space also in Hungary, partly owing to fulfilling the EU accession requirements and partly for macro-economical reasons. Lately, it has been an important issue in employment policy to offer more and more possibilities to the disabled, and to work out and apply integrative means and methods in order to reach the marginalised parties of the labour market.

Forms of service fitted to personal needs, effectively helping employment started in Hungarian labour and civil organisations following changes in the set-up of the jobseekers and because of the urge to treat different disadvantages.

During the establishment of the institutional network of rehabilitative employment, the direct form of „helping to work” got developed and is gradually spreading; besides having general and thematic counselling, funded employment and training possibilities widened. This service, compatible to the European practice, enables employees and employers to find one another, and it assists rehabilitated workers to stay in employment permanently.

Despite the fact that on the basis of the law enforcing the rights and equal opportunities of the disabled[1] they are potentially entitled to integrated employment or – in the lack of it – to protected employment, their presence in the Hungarian labour market is rather marginal. The number of the disabled employed in the open labour market is only estimated, still one can conclude that the level of their presence is still low despite the incentives. The main scenes of employing the handicapped and the disabled is in protected organisations, mainly target organisations[2] or other non-profit organisations, associations or foundations (KULINYI M. 2003).

Rehabilitative employment as a complex system is worth establishing, where the goal of all those concerned is to enhance the employment of the handicapped and the disabled. It is an essential task to improve co-operation with the social and labour market institutions and civil organisations.

Besides help from the local community, co-operation between labour experts, doctors, local governments, and interest representation are also essential preconditions to effective employment rehabilitation. Promoting co-operation is especially important in social work and in the development of the insitutional system of employment policy (PÁLNÉ K. I. – PÓLA P. – FÜZESI ZS. – VINCZE GY. 2003).

Employment rehabilitation is part of a complex legal and institutional structure that is significantly influenced by other systems. Improving the level of the effectiveness of state funds supporting the employment of the disabled can hardly be envisaged without the reforms of adhering systems. Especially, the distributing system seems to be an obstacle here, its rigidity counter-affects the effective use of the funds, it centrally means the overall insufficiency concerning effectiveness requirements. Forming coherence between the distributing systems and the different employment forms is inevitable when increasing effectiveness (HORVÁTH GY. 2004).

The Hungarian employment policy has often been charged for not placing enough emphasis on enhancing the employment of the handicapped and that of the disabled. Today, the number of the disabled in employment exceeds 40000 (KSH – CentralOffice of Statistics, 2002). Despite all this, the employment level of the disabled is largely below the rates characterising earlier EU member states, even if the definiton of the term 'disabled' and some other basic terms is different in the member states. The requirements of the most important support, i.e. state subsidy is regulated by the 8/1983. (VI.29.) joint regulation of the Ministry of Health and Ministry of Finances on the employment and social benefits of the disabled, which was announced twenty years ago and has been modified several times (SOMODI I. 2006).

GOALS

National employment projects do not solve the problems of existing unemployment, nor the employment of the massively under-privileged, therefore it is essential to prepare alternative methods that ensure the labour market integration of these target groups.

The main aim of the present study is to revise the interest and support system serving the employment rehabilitation of the disabled and to form propositions in order to have the measures indeed improve the status of the target groups, to have them realised in practice and to have them agree to EU directives.

The above goals are carried out through presenting the Dombóvár micro-regional employment project through evaluating the results and promises of the program enhancing the social integration of the disadvantaged youth (YES-project).

RESEARCH METHODS

Several studies and surveys have been written on the employment and rehabilitation of the handicapped and that of the disabled. We have rendered secondary analysis to those studies with whose data and argument this study aligns, so that one can observe the results and suggestions in progress.

From experience, there is little data concerning the number of the handicapped and the disabled. During the census of 2001 the number of the handicapped and disabled and the level of unemployment was estimated according to personal account (LECHNERNÉ V. J. 2005). The Central Office of Statistics published the results of the survey in 2002. It aimed at evaluating the practical effectiveness of the decree regulating the social support and employment of the handicapped, and that of the law ensuring the rights and equal opportunities of the disabled. The survey focused on those between the ages 15-64, living with a permanent disability or health problem. With this in mind, the census of 2001 regards those as disabled who have permanent physical or mental problems or permanent problems of the sense organs effecting them lifelong, preventing them from living a normal, usual, generally expected life.

In the course of the survey an interview is taken with the young handicapped consisting of a questionnaire of pre-set questions. Questions consist of simple multiple choice tests and easy-to-answer open sentences matching the interests and cognitive level of the target group. The evaluation process of the questionnaires included help from therapy colleagues, social caregivers and re-

habilitation representatives. It allowed the exploration of the faculties of the target group from different angles, and it also helps forming propositions for personal projects necessary for employment rehabilitation.

RESULTS

Some characteristics of employment in the Dombóvár micro-region

This micro-region is considered under-developed regarding its social and economic level. Its inner state of development shows a certain homogeneity, along the motor roads a more defined urbanisation axis can be drawn, the more distant a settlement is from this axis, the more radically their index of development falls: nine villages are categorised underprivileged, though it is valid for the whole region that it is socially and economically under-developed, it is a mainly agricultural area struck with permanent unemployment.

Dombóvár and the settlements of the Dombóvár micro-region have been facing unemployment in a dramatic scale due to the negative effects of closing down industrial factories, breaking down agricultural factories and privatisation, which all followed the change of regime. It is mostly true for those settlements where a significant share of the population is permanently unemployed because of social-cultural disadvantages. In 1997, the Dombóvár micro-region was entitled „beneficiary” in the field of urban development because of the number of under-privileged villages and the high rate of unemployment.

Demographic data are also alarming besides the rate of unemployment. Unfortunately, the ageing of the settlements is evident. Owing to the lack of jobs, the number of those migrating from the region is high, numerically it was 718 individuals in 2005. The most severe characteristics of unemployment forming lately is its permanent nature; according to the Labour Centre data from March 20th, 2006, there were 478 persons unemployed over a longer period. The majority of jobseekers to be employed cannot find jobs for more than one year, or more than five years (38-40%). In the case of the majority of the permanently unemployed, there is little chance of independent employment (without support). A further typical fact is that those becoming unemployed over the months do not get registered for the first time, i.e. they are returning. A certain layer got formed who – even if they find jobs – can stay in employment only for short time.

In the region, industry – just like agriculture – can offer scarce subsistence. The presence of larger enterprises of foreign capital is not typical in the regional centre, either. These ventures mostly build on cheap labour, yet they would have a great role in employment.

The number of the disabled is gradually increasing in the micro-region. A plausible reason for that is the fact that many flee to „pensioning off”.

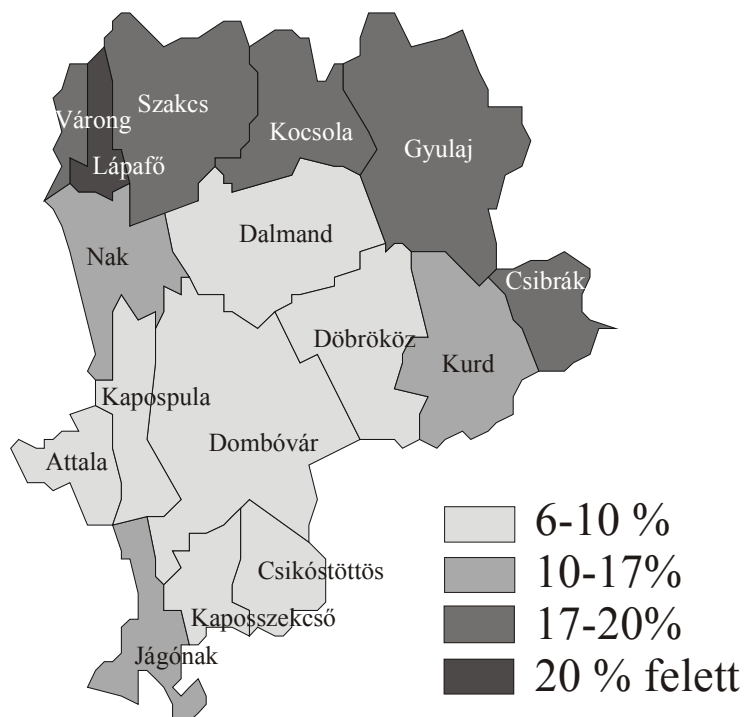


Figure 1
The rate of registered jobseekers in the Dombóvár micro-region
Source: Database of Tolna County Labour Centre, 2006. március 20.

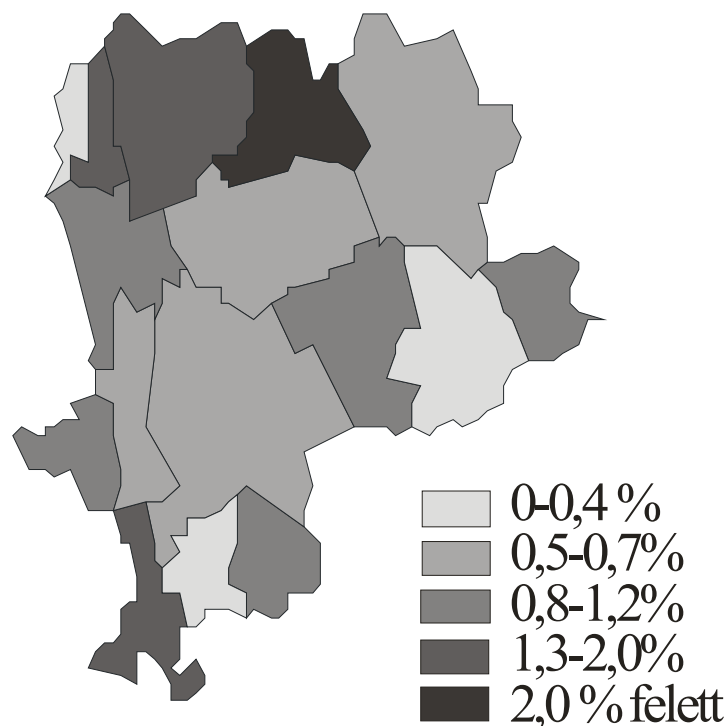


Figure 2
The rate of the disabled in the Dombóvár micro-region
Source: Database of Tolna County Labour Centre, 2006. március 20.

Juxtaposing the data of Dombóvár as a town (Figures 1-2.), one can conclude that the less jobs there are in a town, the more handicapped and disabled will crop up. Those who could, had themselves pensioned off, so they had access to minimal income. Public service or communal labour offers jobs to these target groups for 3-6 months. Many cannot get to Dombóvár because of the poor road conditions, lack of public transport, so they cannot get jobs through projects.

In 2004, several programs were developed to offer complex improvement in the Dombóvár micro-region: to increase employment and employability, and to handle occurring social problems. Daycare Centre „Hope” took an active role in carrying out a micro-regional and international project. In 2004, the Local Government of Dombóvár applied for a ROP tender in order to renovate and use an edifice in town, which formerly was used as a warehouse for army catering of those soldiers serving in the Southern Transdanubia. The town, a few years ago got the building from the state for free. In the frame of ROP, the town won altogether a fund of 380 000 000 Ft from the Hungarian state and the European Union. After August 2006, all organisations enhancing the emp-

loyment and social care of the disabled in the area. According to this plan, different service institutions move into the „social mall” in an intrasectorial co-operation. The town applies for another tender to establish and monitor a Micro-Regional Communal Centre building on the previous ROP tender (Regional Development Operative Program).

The aim of the project is to seek out such local solutions that would host the basic health care - certain specialised care –, social and other services in one place. This will improve the access to the services decreasing both the unevenness of health and the regional differences of the providing system. More and more definitive care is to be placed on a micro-regional level, which makes the operation of the distributive system more cost-effective (it requires the involvement of less and less staff).

The Centre could become the main scene of community life and recreation in the region, partly for the prevention programs offered on the spot and those organised in other little towns and villages. It could work as the „heart” of the region: it absorbs and concentrates resources, and offers quality services.

ENHANCING THE SOCIAL INTEGRATION OF UNDER-PRIVILEGED YOUTH –

The experiences of the YES-project

The „Youth – Empowerment – Solutions” was a two-year program from January 1, 2005 to December 31, 2006, which is the outcome of a tender co-operation with further five YES FORUM^[3] member organisations. Its aim is to establish, guarantee and enhance the social participation of those under-privileged youth of the contributing countries (England, Hungary, Germany, Italy, Spain and Sweden) who joined in on projects of their homeland local organisations. A further aim is to establish and adapt an innovative and model project. The following methods are in the centre of the joint co-operation working within the network: education, employment, training and re-/integration, especially for the under-privileged, disabled youth threatened by social marginalisation.

The Hungarian partner organisation is the Nonprofit Humán Szolgáltatók Országos Szövetsége [National Organisation of Non-profit Human Services], its member organisation is the Dombóvár Jóléti Szolgáltató Kht. [Dombóvár Welfare Non-profit Services] (it runs the Daycare Centre „Hope”^[4]). The handicapped youth are offered complex care in the institution (daycare + training + employment), and eight of them can participate in projects.

The majority of the youth participating in the program are labelled under-privileged or socially marginalised, which, in reality, means absence from education and employment. Mostly it is caused by the fact that they either have a disability or live, geographically speaking, in an under-privileged place in a family on the edge of unemployment and are facing difficulties in studying. The local community generally does not support or help them, but strikes them with punishment for their „anti-social” behaviour. Also, certain parents, family members cannot accept or handle the fact that there is a disabled in the family.

One can state after the evaluation of the interview that social participation cannot be realised without receiving and inviting the disabled to society. Social role-taking in community life and in different social, political activities always starts with sincere interest in the personal course of life of the youth, needs encouraging, satisfying real needs, offering factual opportunities. It meant a tremendous opportunity for the disabled youth of Dombóvár that seven of them could study in England and two of them in Granada through help from YES-project partner organisations.

The YES-project was filed in for a tender announced by the European Social Fund in the autumn of 2004. The main applicant was YES FORUM whose partners are: The Children’s Society (England), ENAIP (Italy), GETAP, BAG EJSA (Germany), URKRAFT (Sweden), IMFE (Spain), Nonprofit Humán Szolgáltatók Országos Szövetsége – Dombóvári Jóléti Szolgáltató Kht. (Hungary). The tender was judged in December, 2004, and the project started in the beginning of 2005. All participating members prepared the action schedule, tasks and deadlines of the project in January. Costs of the project are covered by the European Union. Meetings and homeland programs outside the project are funded by the member organisations.

Preparation (with the participation of two experts from each country) took place in the beginning of February, 2005 in Stuttgart. The program of the seminars were as follows:

- Preparing project management for realising the project (social-management studies),
- introducing the organisations and tasks of the project
- working out a joint action plan for the whole 2-year period of the project.

Following the meeting, all the member states started to involve local programs in the international co-operation and to prepare them for YES-project participation.

Table 1
The role of the Dombóvár Welfare Non-Profit Services

Selecting eight young candidates from Daycare Centre „Hope” and involving them in the project:

- 14 reported to be interested in the program, then with the help of the institution manager, counsellor, social caregivers and the project management eight applicants were selected along the requirements of the project and a minimal English knowledge.

Setting the ideas and requirements of the project, enhancing the increase in equal opportunities and employability:

- foreign language learning (the project assistant as a volunteer teaches the youth continuously from the beginning of the project)
 - computer skills, Internet (a 400-hour course from state funds: from September, 2005 till May, 2006)
 - getting acquainted with other countries, cultures (Bath, Granada, Halle)
 - exchange of experience, field studies.
-

Organising the Budapest-Dombóvár co-ordination meeting (July 14-17th, 2005):

- professional meeting where the project managers (two individuals from each country) are participating
 - local program reports, evaluation,
 - visit to Dombóvár with the participation of the youth from Daycare Centre „Hope”
-

The England-Bath youth meeting, field study (October 17-20th, 2005) (The organisation funded the trip from its own resources as well as from contributions and the financial support of the English partner):

- 7 disabled youth, 2 children and 4 guardians took part in the program
 - who personally contacted the youth of The Children’s Society, got acquainted with their program, and also practiced English
-

The Granada (Spain) youth seminar and exchange of experience (March 15-18th 2006):

- participants from Dombóvár: 2 disabled youth (the two most devoted project participants), 2 individuals from the organisation (project management)
 - participants from each country: 2 young individuals and 2 from management
 - introduction to IMFE program: training outside school and employment of disabled youth.
-

The Halle (Germany) meeting concluding the project (September 21-23rd, 2006)

- 2 youth and 2 individuals from the management from each organisation and the most active partner
 - the aim is to report on the results achieved and to carry out model projects following the experiences of the project
-

The Skelleftea (Sweden) seminar (September 21-23rd, 2006)

- Participants: 2 managerial individuals from each organisation. The purpose is to get acquainted with the project of the Swedish organisation. Adopting knowhow on the integrated employment of the under-privileged and that of the disabled. This project would most fit the employment program of the Dombóvár micro-region. The experience gathered here could be taken as a starting point and the employment program could be suggested to Hungarian legislation.

SWEDISH EXPERIENCE

The members of the international management who were invited to participate in the program by the implementing organisation were all convinced that the disabled can really be employed in integration. A field trip was organised to a local firm employing massively under-privileged workers (Down-syndrome, autism). Their products of excellent quality (lapms) have been exported to several European countries. The firm has not seen any disadvantages because it employs the disabled, quite the contrary it enjoys positive discrimination.

The local government of Skelleftea made a contract with the firm on the integrated employment of the disabled. The work-unit of the local government handles the placing and mediation of the employees.

Swedish law makes integrated employment possible and enhances it. It is crucial since disabled employees get paid not by a contract but they get disability pension. So, it can never occur that they would not be paid (unfortunately, in Hungary, it happened several times that they were exploited and set up). In the contract of co-operation, requirements and competence of the involved parties were well defined in order to have as many disabled as possible out in the primary labour market.

The firm provides all the personal and material conditions of work:

- experts for the work-groups (one group consists of 16-20 individuals with 2 additional supervisors)
- equipment, machines, tools, work clothes, protective clothing

- it is responsible for meeting safety provisions requirements
- it covers transport and meal fees (the employee contributes to it with a fixed monthly sum)

The local government is responsible for:

- specialised experts (health and medical care)
- „social network”
- selection, placing
- compensation according to the number of employees

Work commissions and accepted tasks are to be checked every single time with the supervisors. The disabled fulfil duties according to their maximum potentials allowed by their disability. In the selection of duties personally fitted methods are used, training is also made available. Should the time allowed be not enough, the disabled are offered other duties, which they can learn. In order to prevent monotony, after some time, another duty is trained and carried out. The needs and requests of the employees are also considered.

It is an eight-hour work just like in the case of healthy employees. Naturally, there are more breaks, gymnastics and individual (personally fitted) tasks. They participate together in company pastime programs and excursions, they are not „isolated”. Equal opportunities can only work through social acceptance. One of the major aims of integrated employment is to offer chances to the members of the group to establish social ties and to take part in everyday labour.

RESULTS AND POSSIBLE CONTINUATION OF THE PROGRAM IN HUNGARY

The obligations relating to the disabled citizens of the EU include a novel approach to the concept of disability. Earlier, the disabled were considered as passive recipients of certain provisions; while today, society has recognised and accepted the claims of the handicapped to equal rights, and it has also understood that participation is directly linked to reception. That is why, it is an ove-

rall EU directive to receive by all means the disabled into society and to let them contribute to the formation of society: along with it, the battle against discrimination and the enhancement of the economic and social participation of the disabled is of a decisive role.

Taking part in employment altogether defines the economic and social integration of the disabled. Presence in the labour market makes the individuals capable of providing for themselves and of living a fuller life. The European Employment Strategy is an expansion of helping the programs specific to the handicapped shift generally to an approach linked more tightly to the main stream of employment.

The active labour market policy serving the battle against severe unemployment has led in the majority of the member states to the formation of rather personally tailored solutions, fitting more the personal needs, which includes handling the problems of extremely vulnerable groups, among many others that of the disabled. A wide range of measures serving the labour market integration of the disabled is funded by the general programs of the European Social Fund and by the EQUAL-incentive of the Union – as the most important financial means in the hands of the Union for the creation of factual measures in the employment of the handicapped.

As the result of the YES-project it can be observed that there are companies that see much in the integrated employment of the handicapped. Companies that would employ massively under-privileged can be sought in Hungary as well. Utilizing the results of the projects realized so far, it is reasonable to conceptualise a novel form of employment, similar to the German and French models. Employment rehabilitation can be realised in local complex programs of economic development and employment, which turns successful if the micro-regional local governments and enterprises take a larger role in the employment of the massively disabled.

Having the medical record^[5] of the target group completed, 7 individuals were interviewed (4 individuals with inherent disability, 2 individuals got disabled as adults, 1 individual is massively disabled, 2 physically and 1 mentally disabled). The average age is 27 years. The lead physical therapist and therapeutic colleague experts selected the interviewed. In the training organised by the institution 2-3 achieved OKJ (Országos Képzési Jegyzék – State Approved List of Trainings) diplomas. Despite the above, the interpretation of the questions asked during the interview brought along difficulties. It was hard for the interviewed to phrase their thoughts. Owing to their mental disability, they were rhapsodic, it even occurred that they were unwilling to communicate, to answer the questions.

Those working in „messenger” service were less introvert. Due to integrated employment, they are in continuous contact with the employees of the town hall and with the inhabitants (delivering letters on receipt). Their conduct and work intensity is exemplary. All can use computers, six of them are members of the institution’s band named „Glimmer of Hope”, who are constant participants of the town’s festivals and programs, they have performed in several places, they have

even been to the capitol and abroad as well. One of them got as far in personality development as to be able to receive a social nurse qualification in 2006. That is, the one formerly in care takes care of others.

Within the institution, 5 out of 7 individuals work segregated in workshops: they prepare husk flowers, carry out simple assembling tasks, and make different souvenirs.

Seven were interviewed (one of them left the institution after realizing the program). The participants basically expect the project to help them get to know other people with similar problems, and the cultures of other countries. Passing on the gained knowledge, acquiring or developing a foreign language skill, utilizing the possibilities offered by computer and internet skills are further appeals of the program.

According to the target group, they got a lot more from the program than what they had expected. The youth from Dombóvár are disabled, the rest of the young project participants have other disadvantages. They were accepted during the project and they indeed experienced „equal opportunities”. They turned more brave, their communicative skills improved, and they can converse with their foreign mates in poor English. They had no aspirations to a foreign field trip at the beginning of the program.

On the basis of the interviews made with the experts working at the institution (manager, therapeutic colleagues, care-givers, rehabilitation expert) it can be concluded that the more versatile activities they do, besides care, the more spectacular the result is. First, they tried to open towards the outside world through music. They promoted their work through exhibitions of their products, and programs organised by the town hall. They focus on personal developmental plans, discovering and improving the existing capacities. The experts are required to have serious professional knowledge and the strict sense of responsibility because they have a daily contact with the target group. Owing to the special cases of the disabled, little results can be reached over long time, which requires an extremely large share of patience and empathy. There are few experts who could work for long in the institution. That is why it is very important to involve as many as possible in integrated employment through the help of nursing and training. Less would stay in workshops and segregated employment. The potentials of „contracted work status” are fully exhausted. State subsidy did significantly enhance the efficiency of employment rehabilitation.

Many cases of absence due to the health conditions of the target group (sickness, sick-leave) meant a problem. That is why non-regular employment is suggested, which can be claimed along with the normative support of the institution.

Care-givers have reported that many do not have any ideas what kind of work is done in such an institution, their work is not appreciated as much as they would deserve it. Therefore, they inform the public through the media on every major initiative. A film was made, which is presented at any professional conference or town program. Keeping in line with the international program, the film is subtitled in English and German.

The disabled, handicapped unemployed gravely increase the number of permanent unemployed. Without support, they have a minimal chance for employment. It is not reasonable to raise the number of social daycare centres that have been „growing wild” since the change of regime. Segregated daycare centres could be preserved for employing those (mostly inter-institutionally) who cannot be integrated. Experts reviewing the present capacities would have serious professional responsibilities (in the fields of health care, social, educational and employment rehabilitation). The tasks and competence of the rehabilitation commissions at the local governments could be expanded similarly to those of the Swedish work-unit and their operation could be regulated by local decrees. Involving partner organisations (social institutions, civil organisations, the church) could help in preparing as many individuals for primary labour market integration as possible.

Through the work units of local governments the application of financial support could be controlled, employment could turn more effective if it joined complex, micro-regional programs of economic development. Without state subsidy the employment of the handicapped and the disabled could not be taken by local governments, either. Instead of passive benefits, it is still more effective to have the concerned individuals gain from employment.

According to the views of the program management, the project offered a chance to organisations for gathering positive experience about integrated employment. The improvement in the intelligence of the target group was an unexpected outcome. The integrated employment in operation in Sweden could be an example for a Hungarian model project. Due to the distance, the field trip of the Dombóvár organisation could not be carried out within the project (they possessed no financial sources of their own), though it could have meant gaining personal and detailed information from the work unit working at the local government. The systematic background was sufficient, keeping contact and organising went well during the realization of the project.

CONCLUSIONS

The main aim of the employment policy of the European Union and of the member states is the enhancement of employment, because unemployment in certain areas is still a significant problem and some groups of employees can still find it very difficult to enter the labour market.

It is worth thinking over the methods used successfully in the European Union, even if the present Hungarian laws do not make their application possible. In establishing a model program, its effects could be analysed. First, it is to be tried out in practice and, then, the introduction of a legal background can be proposed. If we approach from practice, there is a lesser chance for mistakes, while an announced law can only be amended and modified, which takes long time.

The Dombóvár micro-region is one of the under-privileged areas of today's Hungary. It is obvious that the program of regional and country development cannot lack „human resource development” and „management” as a means. The services of the institutions can provide the motivation for „human resource development”, will to work and the necessary „background duties” of employment (secondary service system). Informing the public and providing a „customer-friendly” public service is an essential issue. All these require the establishment of a multi-functional center which is accessible by any citizen of the „micro-region” with potential assistance. This centre is also to be able to receive the feedback of the „users” and is to prepare its system.

About the Hungarian organisational background one can state that the commission of medical examiners in the expert's opinion, at present, is only examining the decrease in ability. It does not bother about the remaining capacities. The rehabilitation commissions at the local governments are functioning rather formally. They can hardly offer employment, social benefit (in the case of 50% disability), if the individual is not employed and applies, is granted. Labour centres register the disabled and transfer them to employment-health care physicians, who establish the capacities and abilities where the individuals are disabled and list the restrictions and preclusions.

One can suggest setting up a local government work-unit with the following participants: employment-health care medical examiner (from the national medical examiner board), employment rehabilitation expert (from the labour centre), employment rehabilitation expert (from the local government), employment rehabilitation expert (from firms employing the disabled). The work unit, similarly to the Swedish one would examine the remaining abilities. In its statement it would make suggestions for fields of work and for the duration of employment, which could serve as a basis for employment. It would keep daily contact with the employer and with the employee („social network” in practice). It would operate through control on the spot and not „in paper”.

Integrated employment can be carried out at firms, target organisations (instead of segregated employment they could be turned into integrated employment). One could control (on the basis of strict accounting) the financial support of establishing and retaining jobs through the work units functioning at local governments. This form of employment is the primary aim. Segregated employment is only conceivable exclusively in social institutions. Only those can take part in social employment who cannot be integrated (so severely disabled). Social providing system is available within the institution. This form of employment is not suitable for regular employment, since the participants are more often on sick-leave than healthy employees (there can be no claims for supporting sick-leave, for the one-third of sickness benefit), normative benefit is paid by those present. Bene-

fits could be assessed similarly to civil service for example, which is not a regular employment, but qualifies as service procuring time, if the individuals were sick, they could claim benefits (on medical certificate).

It is also necessary to harmonize regulations on all those fields where the disabled are paid any benefits or allowances. Primarily, the individual could be supported, so their exploitation could be stopped. Employment within the institution could take the form of irregular employment, but it could qualify as service procuring time for those who cannot be integrated. One individual could claim only one type of benefit.

On the basis of the above, one can state that if legislature considers practical experience, a predictable and easily managable system can be established. Before having the regulation come into effect, the effectiveness of this system can be examined in a „model pilot project”, and if necessary, it can be modified. The established model could be the „Hungarian model”, which would realize the re-/integration of the disabled.

REFERENCES

- HORVÁTH Gy. (szerk.). 2004. *Foglalkozási rehabilitációt támogató állami dotációk hatékonyságának vizsgálata c. kutatás rövid összefoglalója.* - MTA RKK DTI, Pécs, 2004.
- KULINYI M. (szerk.) 2003. *Foglalkoztatási célú nonprofit szervezetek modell értékű programjai, Modell-tanulmányút 2002-2003.* – Nonprofit Humán Szolgáltatók Országos Szövetsége, Budapest, 2003. pp. 57-63.
- Központi Statisztikai Hivatal 2002. *Megváltozott munkaképességűek a munkaerőpiacon,* Budapest, 2002.
- LECHNERNÉ V. J. 2005. *Adatok és feltételezések a fogyatékos, illetve a megváltozott munkaképességű emberek létszámáról, a munkanélküliségük mértékéről.* – FH
- PÁLNÉ K. I.- PÓLA P.- FÜZESI Zs.- VINCZE Gy. 2003. *A foglalkozási rehabilitáció helyzetének felmérése és lehetséges fejlesztési irányai a Dél- Dunántúlon,* - MTA RKK FACT TK, Pécs, 2003.
- SOMODI I. 2006. *A rehabilitációs akkreditáció.* – VSZOSZ, Debrecen, 2006.

[1] Law XXVI of 1998 On the rights and guarantee to equal opportunities of the disabled
[2] At least 60% of the employees are handicapped.
[3] It is an international non-profit organisation made up of EU member states with the centre in Stuttgart, its primary aim is to represent on a European level the interests of the youth threatened by social marginalisation
[4] a daycare institution for the disabled
[5] Factory physician carrying out employment-health care check up.
