

Welcoming Budapest
EQUAL program



**Budapest Public
Employment Service
Non-Profit Company.**
1091 Budapest, Üllői út 45.

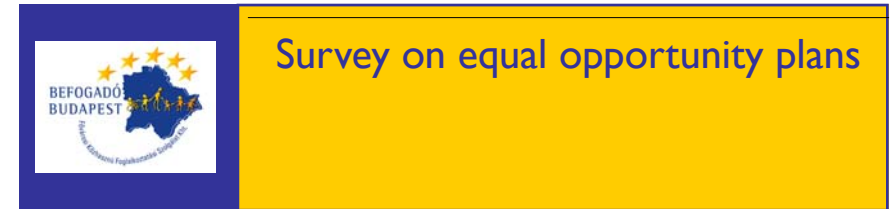
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Among the companies **owned by a foreigner country**, where there are centrally well worked-out documents and directives of the equal opportunity at work, we can find more ideas and practical implements of the arrangements enlarging the equal opportunity in the daily work too. However the companies stay at the prohibition of negative discrimination and they don't practise positive discrimination over the mentioned obligatory reintegration.

The effort to diversity acts often as **business motivation** lying behind the arrangements developing the equal opportunity, which is meant by the employers that the consistence of employees of the company must be developed the way that it maps the consistence of costumers buying the company's products. The parity developed like this help them in getting to know the costumer needs and in communicating with the costumers.

Editor: Luca Koltai
Leader of research: Erzsébet Debreceni

The whole survey subject and other issues of ours can be
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www.pestesely.hu



In your hands you keep the results of the representative research made by Welcoming Budapest programme. It wasn't only the aim of this research to get clear picture about equal opportunity plans but to examine components and possibilities of equal opportunity at work. The research based on the engagement of Budapest Municipality, since it has a yearly monitoring on employers' arrangements for equal opportunities.

Characteristics of obligated organizations

The idea of equal opportunity plan has been introduced by Equal opportunity act, these plans had to be made by the employers employed more than 50 people, the first deadline was 31st. December 2004. in the public sector. Most of the „equal opportunity plan – obligated” organizations are educational institutions employing 50-99 people. Other significant part of these organizations are the local public administration (local-governments) and social institutions supported by the local-governments, following the settlement-size hierarchy. Most of these organizations employ civil servants, or public servants, 25 % of them employ public employees, and only 18% of them gave the opportunity for entrants or scholarship holders to get working experiences. The government budget financed organizations employing more than 50 people usually employ people in part time jobs (70%), while few of the employers allow to apply flexible worktime for the employees (13%). Rarely these appear: the outwork, the free working hours season work

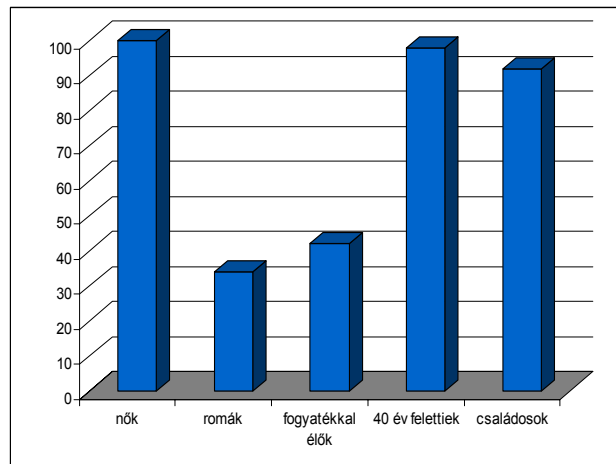
The consistence of the staff employed by organizations Employees consistence of the obligated organizations

Most of the organizations employ 51-99 people, quarter of them 100-199 people, while there are only 10% of them employing more than 200 people.

In the public sector most people was employed as **physical workers with vocational qualification** (34%), the rate of **nurses and nurse assistants** is fairly significant just like the rate of administrative workers.

Rate of entrants were 14 % in the public sector most of them started their career as pedagogues, administrators, nurses and workers with vocational qualification Most wanted scopes of activities in the labour market are nurse, worker with vocational qualification, pedagogue, doctor, professional nurse at the moment in the public sector The **manpower scarcity of the health care system** is getting more and more easy to be observed (more than the half of free positions appear in this sector).

Groups in disadvantaged situation



In case of 90% of the organizations more than half of the employees are women(!), and in 50% of them the rate of women passes 75%!. **42,6%** of the organizations, included in the sample, **employ handicapped people, and usually not more**

than 5% of their employees.

Roma people are employed by 34% of these organizations , 90% of these 34% hire roma people in the maximum rate of 5%.

Almost **each of the organizations** performed in the sample **hire employees above the age of 40**. More than 2/3 of the organizations have employees above 40, their rate at these organizations are more than 50%.

Experiences of interviews made with managers

Each of the organizations involved in the survey are for-profit companies, which determine their approach to the idea of equal opportunity at workplaces.

All of interviewed persons reported about the practice of prohibiting negative discrimination. It is prohibited to discriminate the employees according to sex, race, age and ethnic identification. The permitted and explicit form of differentiation is the differentiation according to efficiency.

It turned out from the interviews that **most widespread arrangements are about develop equal opportunity of women with children at work** among disadvantaged employee groups. **Just like** insurance of reduced working hours, partial outwork and practice of shared activities for women just returned from child care allowance. We received information about the practice related to the prohibition of negative discrimination, connected to the equal opportunity of **roma employees**. Basically two factors limit the work chances of **handicapped people**. On the one hand their handicap's character, on the other hand to make workplaces accessible is only a partly or an unsolved task of the involved organizations.

In connection with equal employment opportunity of **employees above 40**, abundance of information came up from the interviews. It is typical for the relatively older colleagues to provide such (f.e. bank, monetary) low profile tasks, in which the experience and reliability are very important, and the same can be stated on experience and reliability about consultant positions.



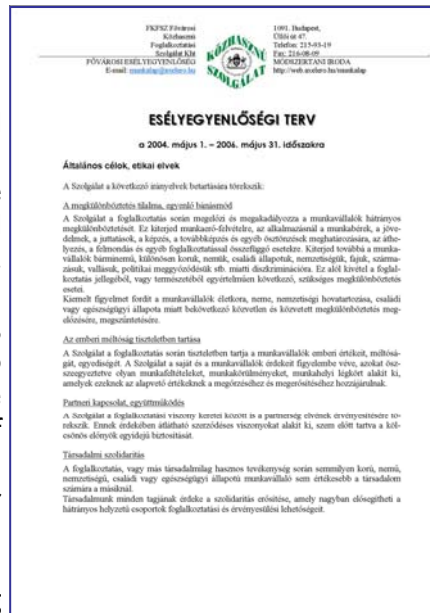
Content of equal opportunity plans

Through the examination of the equal opportunity plans it can be found three areas of the arrangements were worked out to develop equal opportunity situation at work. Arrangements made on the one hand for **the employees with children**, on the other hand for develop **working conditions** or they are connected to the health situation of the employees; on the third hand they prepare **retirement** of senior employees.

The typical periods of working lifestyle of a hypothetical employee are followed by these three things, and reflect to the employee needs coming forward through these periods.

There are two determining factors of employment what only in general or not discussed by **the Equal Opportunity Plans**, the question of wages **and professional career**. , It's because in the most significant part of the public sector the wage-system is ruled by acts based on these two traditional tools of motivation in the labour market, used for enhancement of efficiency. The evaluation of personal working performance is a part of this development system of equal opportunity at work.

Most of arrangements appointing the development of equal opportunity at work don't mean **pecuniary consequences** for the employers, however they are appropriate to facilitate the work of some employee groups, to develop their working conditions, come to that it mean material advantages for the employers, without any costs (e.g. freeday for special family events, etc.)



92 % of the organizations **hire employees with little children**. Half or less of the employees are parents with little children at almost each of the organizations. Concentration of women's employment in the social sector and in the health care system pass their concentration in other sectors. Frequency of employees with little children is very high in the public administration and in the social sector.

Employee target-groups' disadvantages and arrangements made for fighting them

Equal opportunity of women at work

Responsiveness defined most often as one of the possible reasons of women's inequality at work the difficulties of matching work and family assignments.

Worktime allowance became a practice as a solution of this problem , however it's implementation causes difficulties, for employers particularly.

Equal opportunity of handicapped people at work

Organizations indicated three factors about unequal opportunity of handicapped people. On the one hand they are barriered from moving, communication etc. on the other hand it is difficult to insure suitable jobs for these special employee groups, on the third hand there are prejudices against them at the workplaces. To make their workplace accessible and develop scopes of activities suitable for their health situation are the elementary tools to correct their equal opportunity in employment.

Equal opportunity of Roma people at work

The organizations, beside low willing of answer, originate the inequality of Roma people primarily in low qualification and lack of the needed skills. They answered that the arrangements to develop qualifications are the tools to enlarge the number of Roma employees on the labour market.

Equal opportunity of people above 40 at work

Inequal opportunity of people above 40 at work is originated by the responsive organizations mainly in problems coming from health state impairment and lack of qualifications. The public servant and civil servant wage system makes the employment of people above 40 expensive.

Equal opportunity of people raising little children

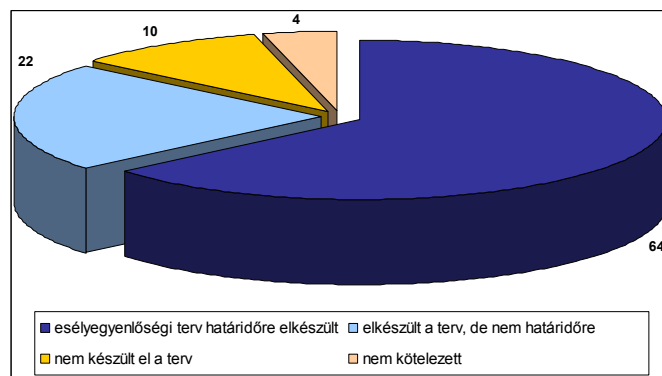
The responsive employers trace back the inequality of employees raising little children onto difficulties of mathing work and family assignements. The most common assistance by employers to help these families is taking notice of the school breaks, when they're making employees' holiday plans. At the same time the positive discrimination of employees having children about holidays causes conflicts, and makes the employment of the group difficult by that.

We had asked the obligated organizations what tools could help them to employ people with disadvantages. A significant part of organizations think that it would be motivating to launch **wage support, extension of work benefits and monetary support of investments and reforms**. Apparently, the employers think that enlargement of the employment of disadvantaged groups is possible by the extension of material resources, and very few of them named the usage of social assistance or supporting non-profit organizations.

The regulation concerning to equal opportunity

Determining part, **82 %** of the organizations, involved into the representative

sample **has Equal Opportunity Plan**. Altogether, 12 % of them declared not to have any documents, which would be able to effect the different employee groups' equal opportunity in a positive way.



Most of them (61 % of the organizations) **got assistance from the Equal Opportunity Office of the Municipality of Budapest (FEMI)** to make their Equal Opportunity Plan. FEMI was struggling to insure the information needed to make Equal Opportunity Plans by presentations, flyers and a methodological CD-rom. The trade unions/representative organizations of employeey interests act in the table as the second most frequently mentioned information resources, which seems obvious in consideration of these organizations basic goals. Only 10 % of the responsive organizations mentioned the affected governmental organizations as information resource.

According to the responsive organizations making the plans was **barriered** mostly by the **deficit of informations**. Besides the lack of information of obligated organizations, it was a frequent problem to collect datas for position paper acted in the Equal Opportunity Law as an obligatory element of making Equal Opportunity Plans.

The significant fraction of organizations having Equal Opportunity Plan **accepted** their documents **in the second term of 2004**, 25 % of them missed the deadline fixed in the act.

13 % of the organizations acting in the sample **don't have** any documents tending to the equal opportunity at work. Most of the organizations named lack of information as the reason of it, and that they don't find it necessary to make this kind of a plan any the less they are obligated by an act. Only 25 % of the organizations having no plans was not obligated by the act to make the plan. 11% of organizations maintained by the Budapest Municipality has no documents to regulate equal opportunity situation at work. More than half of these organizations don't have such a document, because they think it's not necessary. There are a few of them, which were not obligated to make the plan of course.