



# Restructuring and PES

Final conference of the project  
Network ProMCR

“Ways to better change management”

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# Do we still have **creative destruction**?

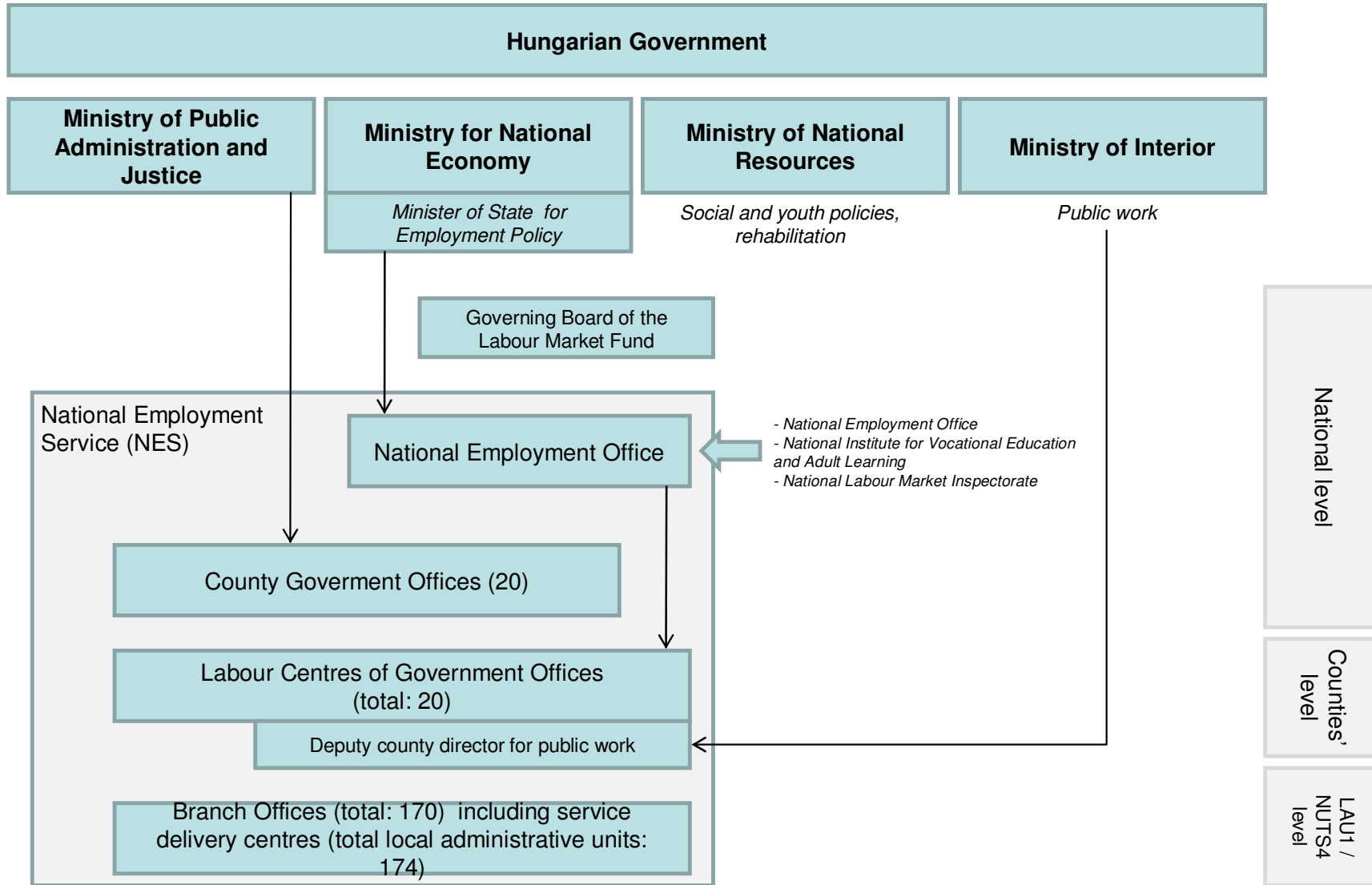
- Schumpeter's gale (economic innovation and business cycle) (1942)
- or Upton Sinclair's (Munka nélkül) vision will come true?

Main labour market data concerning  
Hungary (2010-12) based on Europe  
2020

<b>Main challenges according the National Reform Programme (NRP) 2012</b>	<b>HU 2011</b>	<b>EU-27 2011</b>	<b>Differences 2011 (%)</b>
Employment rate (20-64)	60.7%	68.6%	-7.9
Low educated (ISCED 0-2) employment rate (20-64)	<b>36.5%</b>	<b>53%</b>	<b>-16.5</b>
Older workers empl. rate (55-64)	<b>35.8%</b>	<b>47.4%</b>	<b>-11.6</b>
Youth empl. rate (15-24)	<b>18.3%</b>	<b>33.6%</b>	<b>-15.3</b>
Women empl. rate (20-64)	54.9%	62.3%	-7.4
Man empl. rate (20-64)	66.8%	75%	-8.2
Empl. rate of women (25-49) with small kids (0-12 ys.) (2010)	<b>49.3%</b>	<b>64.7%</b>	<b>-15.4</b>
Empl. rate of women without small kids in the household	78.2%	76.8%	+1.4
<b>Regional differences (according NATS II.)</b>	<b>lowest</b>	<b>highest</b>	<b>Gap in %</b>
Gap between the lowest and highest empl. rate (15-64)	48.7% (Észak Magyaró.)	60.2% (Közép Magyaró.)	11.5

# NFSZ structure

# The new service structure of the Hungarian Employment Service (2012)



Forthcoming changes: (after June 2012 : appr. 160-180 (townships))

Gov. Decree 315/2010 (December 27, 2010)

# PES tools to support restructuring

1. Development of a Virtual Labour Market (VLM) based on the German BerufeNet and Job Börse, and also the North Italian Borsa Lavoro
2. Job Agent Pilot
3. new on-line and face-to-face service package for small and medium size employers, legal and HR advice, LM information provisions etc.
4. establishment of dialogue forums, round tables for employers at the county and micro-regions levels – develop local partnerships
5. introduce the Lifelong Guidance Policy and system developments in Hungary. As a result of this measure the National LLG Portal is available for the public also for the employers (job descriptions, wage statistics, prognosis by the International Standard Classification of Occupations (ISCO), qualification routes for vacancies, etc. are all available).
6. Short Term Prognosis/ Questioner (3 months)
7. McM (multi channelling model; from P2P) and knowledge centre

Thank you for you attention and  
Happy Christmas!

