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Learning about Employment Policy in North America: Study Tours by Hungarian Experts

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Learning about Employment Policy in North America: Study Tours by Hungarian Experts

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Learning About Employment Policy in North America: Study Tours by Hungarian Experts

*A report on activity B.1 in the project to provide
technical assistance to improve labor market analyses
in Hungary, under the agreement between the United States
Department of Labor and the Hungarian Ministry of Labor.*

November, 1996

Prepared for:

The Ministry of Labor
H-1051. Budapest
Roosevelt tér 7-8.
Hungary

Prepared by:

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W.E. Upjohn Institute for Employment Research
300 South Westnedge Avenue
Kalamazoo, Michigan 49007
U.S.A.

Administered by:

The Bureau of International Labor Affairs
U.S. Department of Labor
200 Constitution Avenue
Washington, DC 20210
U.S.A.

Funded by a loan from the World Bank to the Hungarian Ministry of Labor.

ACKNOWLEDGEMENTS

Study tours by delegations of experts from borrower countries are a necessary and valuable component of activities financed by money from World Bank loans. Under the most recent phase of services provided by the Bureau of International Labor Affairs in the U.S. Department of Labor to the Hungarian Ministry of Labor, two study tours took place under component B1 of Terms of Reference 2--Labor Market Analyses in the Human Resources Project.

These study tours involve a great deal of planning, cooperation, and good faith effort on the part of many individuals and groups.

From the U.S. Department of Labor, assistance was administered by Ambassador John Ferch in the Bureau of International Labor Affairs and his associates Jim Perlmutter, Michael McManus, and Hank Guzda. Elizabeth Taylor of the Bureau of Labor Statistics also helped to organize activities. Hank Guzda deserves special thanks for the care and attention he gave to many planning details.

Here at the W. E. Upjohn Institute for Employment Research, the Executive Director, Dr. Randall Eberts together with nearly all of my colleagues and the staff of the Institute had great input in making the study tours a great success.

At Human Resources Development Canada, Dr. Ging Wong hosted guests from Hungary and organized a series of useful and relevant presentations.

The pages of this report list many of the individuals who made presentations to and shared information with visitors from Hungary. I thank each for their contributions. Finally, thank you to the many who are not named in this summary but who helped to make the study tours successful.

Christopher J. O'Leary
Kalamazoo, Michigan
November, 1996

**Learning About Employment Policy in North America:
Study Tours by Hungarian Experts**

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1. INTRODUCTION

Study tours by delegations of experts from borrower countries are a necessary and valuable component of activities financed by money from World Bank loans. Under the most recent phase of services provided by the Bureau of International Labor Affairs in the U.S. Department of Labor to the Hungarian Ministry of Labor, two study tours took place under component B1 of Terms of Reference 2--Labor Market Analyses in the Human Resources Project.

The W. E. Upjohn Institute for Employment Research served as a sub-contractor to the U.S. Department of Labor providing technical assistance to the Hungarian Ministry of Labor to develop a system for monitoring effectiveness of active labor programs and using that information for planning and budget allocation. The Upjohn Institute was also the prime organizer of the two study tours summarized here which took place in 1995 and 1996.

2. STUDY TOUR 1:

MEASURING EMPLOYMENT ACTIVITY AND POLICY PERFORMANCE

The first study tour took place in June 1995. Study tour visits were made to Canada and the United States. Details of this study tour appear in Appendix A to this report.

The study tour was organized to inform the Hungarians about methods for seasonal adjustment of labor force time series data and about interpreting and using information from performance monitoring of employment and training programs.

Each of the Hungarian participants in the study tour had a good knowledge of English. The three participants from the Hungarian National Labor Center were:

Mr. George Lazar, Head, Labor Market Information and Analysis Department

Ms. Judit Szekely, Senior Analyst

Mr. Oliver Demko, Analyst

The program for the June 4-11, 1995 visit to Ottawa, Canada was organized by Dr. Ging Wong of Human Resources Development Canada. Study tour activities included visits to Human Resources Development Canada and Statistics Canada.

The program for the June 11-17, 1995 visit to Kalamazoo, Michigan was organized by Dr. Christopher J. O'Leary of the W. E. Upjohn Institute for Employment Research. Study tour activities included seminars at the Upjohn Institute, and visits to the Bureau of Labor Statistics regional office in Chicago, the Chicago Federal Reserve Bank, and the Michigan Employment Security Commission. The visit to Kalamazoo also included attendance at a conference on Unemployment Insurance which was jointly sponsored by the Upjohn Institute and the U.S. Department of Labor. The conference will result in a book entitled *Unemployment Insurance in the United States: Analysis of Policy Issues* (O'Leary and Wandner, forthcoming). The conference program is included in Appendix A.

Work done during the course of this study tour was included in the project report entitled *Methods for Performance Based Management of Active Labor Programs in Hungary: An Adjustment Methodology for Performance Indicators and a Proposal for Budget Allocation* (O'Leary, 1996b).

3. STUDY TOUR 2:

DEVELOPING EMPLOYMENT POLICY MANAGEMENT SYSTEMS

The second study tour took place in April 1996. The study tour included visits to Washington, DC and Kalamazoo, Michigan. Details of this study tour appear in Appendix B to this report.

The study tour was organized to teach the Hungarians about performance monitoring of employment and training programs in the United States and the related management and planning systems for those programs. They also learned about the process of policy

development and program refinement which involves internal government policy analysts and outside expert consultants.

Each of the five Hungarian participants in the study tour had some knowledge of English. Naturally, some were more reluctant to speak English than others. A Hungarian-English interpreter traveled with the group. The study tour participants included:

Dr. Csaba Halmos, Director General, Hungarian National Labor Center

Dr. Anna Matoricz, Head, Department of Labor Market Fund Management,
Hungarian Ministry of Labor

Mr. Laszlo Zsila, General referent of employment affairs, Department of Economy
and Employment, Ministry of Labor

Dr. János Simkó, Deputy Director, Borsod County Labor Center

Ms. Erika Kalman, Interpreter, Borsod County Labor Center

The April 16-21, 1996 visit in Washington, DC was organized by Mr. Hank Guzda of the Bureau of International Labor Affairs in the U.S. Department of Labor. Study tour activities included visits to the U.S. Department of Labor, the U.S. Employment Service, the Office of Management and Budget, the Bureau of Labor Statistics, and Abt Associates.

The April 21-25, 1996 visit in Kalamazoo, Michigan was organized by Dr. Christopher J. O'Leary of the W. E. Upjohn Institute for Employment Research. Study tour activities included seminars at the Upjohn Institute, and visits to the Michigan Employment Security Commission, the Michigan Capitol, and the Michigan Jobs Commission.

Some results of activities on this study tour influenced the development of the report *Planning Guidelines for Active Labor Programs in Hungary* (O'Leary, 1996a).

APPENDIX A

DOCUMENTATION FOR STUDY TOUR 1

MEASURING EMPLOYMENT ACTIVITY AND POLICY PERFORMANCE

Study Tour, June 4-17, 1995

Study Tour Participants:

**Mr. George Lazar, Head, Labor Market Information and
Analysis Department**

Ms. Judit Szekely, Senior Analyst

Mr. Oliver Demko, Analyst

June 4-11, 1995 - Ottawa, Canada

Program organized by:

**Dr. Ging Wong
Human Resources Development Canada**

June 11-17, 1995 - Kalamazoo, Michigan

Program organized by:

**Dr. Christopher J. O'Leary
W. E. Upjohn Institute for Employment Research**

Schedule for the Hungarian Delegation

The W. E. Upjohn Institute for Employment Research
June 12-16, 1995

Monday, June 12

- 9:30 a.m.-10:00 Welcome to Institute and Overview of Institute Operations
 Dr. Randall Eberts, Executive Director
 Dr. Allan Hunt, Assistant Executive Director
 Dr. Christopher O'Leary, Senior Economist
 Mr. Robert Straits, Employment Management and Services
 Division Director
- 10:15-11:30 Seminar: *Profiling UI Claimants*
 Dr. Randall Eberts, Executive Director
- 11:45-1:00 p.m. Lunch at the Park Club
- 1:30-3:00 Seminar: *Effect of Performance Indicators on How Programs Operate*
 Dr. Timothy Bartik, Senior Economist
- 3:15-4:30 Seminar: *Modelling Regional Economies*
 Mr. George Erickcek, Senior Regional Analyst

Tuesday, June 13

- 7:30 a.m. Leave Kalamazoo for Chicago
- 9:15-10:15 Tour of Chicago Board of Trade
- 10:30-11:45 Dr. David Allardice, Vice President, Federal Reserve Bank of Chicago
- Presentation on the Chicago Fed's monitoring of and involvement in
 local economic conditions and issues regarding the decentralized nature
 of the Federal Reserve System in setting national policy.
- 11:45-1:00 p.m. Lunch hosted by the Chicago Fed
- 1:00-2:00 Tour of the operations of the Chicago Fed

Schedule, page 2.

2:30-4:00 Ms. Lois Orr, Regional Commissioner, Bureau of Labor Statistics

Presentation on the functions of the regional offices of the BLS with emphasis on the coordination and cooperation of various levels of government in collecting data and in carrying out the operations of the BLS.

4:30 Dinner, sightseeing, and return to Kalamazoo

Wednesday, June 14

10:00 a.m.-11:30 Seminar: *Experience of the Long-term Unemployed in Hungary*

György Lázár and Judit Székely
Hungarian National Labor Center

(Seminar based on: "Characteristics of the Long-term Unemployed and Possible Ways of Dealing with Long-term Unemployed," prepared for the OECD, 1994; "An Analysis of the Labour Market Position of Those Who Exhausted their Eligibility for Unemployment Benefit," prepared for ILO, 1994.)

Seminar: *An Overview of Hungarian Employment Policy*

Judit Székely and Oliver Demko
Hungarian National Labor Center

11:45-1:00 p.m. Lunch

1:30-2:45 Seminar: *A Process and Gross Impact Evaluation of a Welfare-to-Work Program in Ohio*
Dr. Jean Kimmel, Economist

3:00-4:30 Seminar: *Design and Evaluation of Social Experiments*
Dr. Christopher O'Leary, Senior Economist
Dr. Robert Spiegelman, Executive Director Emeritus

Schedule, page 3.

Thursday, June 15

- | | |
|-----------------|---|
| 9:00 a.m.-10:00 | <i>Overview of Employment and Training Programs</i>
Mr. Robert Straits, EMSD Director |
| 10:15-11:30 | <i>Performance Measures and Monitoring Effectiveness of Employee and Client Services</i>
Mr. Craig Schreuder, EMSD Administrator |
| 11:45-1:00 | Lunch |
| 1:00-4:30 | Off-campus visits to local Michigan Employment Security Commission office and local job training facilities |
| 7:30-9:30 | Reception at Institute for participants of Unemployment Insurance Conference |

Friday, June 16

- | | |
|--------------------------|---|
| 8:00 a.m. -
5:00 p.m. | Unemployment Insurance Conference, Radisson Hotel |
| 6:30 pm - 9:30 pm | Reception and Dinner, Radisson Hotel |

Saturday, June 17

- | | |
|-------------------|---|
| 8:00 am - 3:00 pm | Unemployment Insurance Conference, Radisson Hotel |
|-------------------|---|

Unemployment Insurance in the United States: Analysis of Policy Issues

a conference jointly sponsored by

W.E. Upjohn Institute and U.S. Department of Labor

Kalamazoo, Michigan

June 15-17, 1995

THURSDAY, JUNE 15, 1995

Evening Event

W. E. Upjohn Institute for Employment Research
300 South Westnedge Avenue

7:30-9:30 p.m. Reception at the W.E. Upjohn Institute
8:30 p.m. Tour of the W.E. Upjohn Institute Campus
(Westnedge Avenue, South Street, and Lovell Street Buildings)

FRIDAY, JUNE 16, 1995

8:00-8:30 a.m. ♣ Continental Breakfast (Lower Level, Radisson Plaza Hotel) ♣

8:30-8:45 a.m. Welcome: **Randall W. Eberts**
Executive Director, W.E. Upjohn Institute for Employment Research

Session I: Introductory Issues

Session Chair: **Robert G. Spiegelman**, Executive Director Emeritus
W.E. Upjohn Institute for Employment Research

8:45-9:15 a.m. Chapter 1: *Policy Issues: An Overview*
Saul J. Blaustein, W.E. Upjohn Institute--retired
Christopher J. O'Leary, W.E. Upjohn Institute
Stephen A. Wandner, U.S. Department of Labor, ETA, UI Service

9:15-10:00 a.m. Chapter 2: *Coverage: The Narrow and the Broad Issues*
Laurie J. Bassi, Advisory Council on Unemployment Compensation
Dan McMurrer, Advisory Council on Unemployment Compensation

Discussant: **Wayne Vroman**, The Urban Institute

10:00-10:15 a.m. ♣ Break ♣

FRIDAY, JUNE 16, 1995--continued

Session II: Eligibility for Benefits
Session Chair: **Gary Burtless**, Brookings Institution

- 10:15-11:00 a.m. Chapter 3: *Benefit Eligibility: Work Experience*
Walter Nicholson, Amherst College

Discussant: **Craig Riddell**, University of British Columbia
- 11:00-11:45 a.m. Chapter 4: *Continuing Eligibility: Current Labor Market Attachment*
Patricia Anderson, Dartmouth College

Discussant: **Henry S. Felder**, U.S. General Accounting Office
- 11:45 a.m.-1:00 p.m. *☛ Lunch (Garden Terrace, Lower Level, Radisson Plaza Hotel) ☛*

Session III: Adequacy and Duration
Session Chair: **Robert J. LaLonde**, University of Chicago

- 1:00-1:45 p.m. Chapter 5: *Adequacy of Benefits*
Christopher J. O'Leary, W.E. Upjohn Institute
Murray A. Rubin, former Chief of Program Policy and Legislation,
UI Service, ETA, U.S. Department of Labor

Discussant: **Robert St. Louis**, Arizona State University
- 1:45-2:30 p.m. Chapter 6: *Duration of Benefits: Regular and Extended*
Stephen A. Woodbury, Michigan State University and
W.E. Upjohn Institute
John Palumbi, St. Louis and Associates

Discussant: **Peter Kuhn**, McMaster University
- 2 30-3:00 p.m. *☛ Break ☛*

FRIDAY, JUNE 16, 1995--continued

Session IV: Worker and Employer Incentives

Session Chair: **Carl Davidson**, Michigan State University

- 3:00-3:45 p.m. Chapter 7: *Work Incentives and Disincentives*
Paul Decker, Mathematica Policy Research Inc-

Discussant: Ronald L. Oaxaca, University of Arizona
- 3:45-4:30 p.m. Chapter 8: *Financing the System*
Phil Levine, Wellesley College and
National Bureau for Economic Research

Discussant: Bruce Vavricek, Congressional Budget Office

Evening Event - Ballroom A, Radisson Plaza Hotel

- 6:30 p.m. Cocktails
7:15 p.m. Dinner
8:30 p.m. *Keynote Speaker: Dr. Janet Norwood*
Chair, Advisory Council on Unemployment Compensation

SATURDAY, JUNE 17, 1995

- 8:00-8:30 a.m. ❧ *Continental Breakfast (Lower Level, Radisson Plaza Hotel)* ❧

Session V: Financing and the Employment Service

Session Chair: **Frank Brechling**, University of Maryland

- 8:30-9:15 a.m. Chapter 9: *Adequacy of Financing*
Wayne Vroman, Urban Institute
Rob Pavosevich, U.S. Department of Labor, ETA, UIS
Mike Miller, U.S. Department of Labor

Discussant: Carole E. Kitt, U.S. Office of Management and Budget
- 9:15-10:00 a.m. Chapter 11: *The Role of the Employment Service*
Terry Johnson, Battelle Northwest Laboratories
David Balducchi, United States Employment Service
R. Mark Gritz, Battell Northwest Laboratories

Discussant Louis S. Jacobson, Westat, Inc
- 10:00-10:15 a.m. ❧ *Break* ❧

SATURDAY, JUNE 17, 1995--continued

Session VI: Relations Between Programs and Agencies

Session Chair: **Susan Houseman**, W.E. Upjohn Institute for Employment Research

10:15-11:00 a.m. Chapter 12: *Intersection with Other Programs and Policies*
Walter Corson, Mathematica Policy Research

Discussant: **Sheldon Danziger**, University of Michigan

11:00-11:45 a.m. Chapter 13: *Issues in Federal-State Relationships*
Thomas E. West, Michigan Employment Security Commission
Gerard Hildebrand, Office of Legislative and Actuarial Services

Discussant: **Joseph E. Hight**, U.S. Department of Labor

11:45 a.m.-1:15 p.m. ✻ *Lunch (Garden Terrace, Lower Level, Radisson Plaza Hotel)* ✻

Session VII: International Comparison and Summary

Session Chair: **David Fretwell**, The World Bank

1:15-2:00 p.m. Chapter 14: *Unemployment Compensation in the Group of Seven Nations:
An International Comparison*

James R. Storey, Congressional Research Service
Jennifer A. Neisner, Congressional Research Service

Discussant: **Duane E. Leigh**, Washington State University

2:00-2:30 p.m. Chapter 15: *Summing Up: Achievements, Problems and Prospects*
Christopher J. O'Leary, Upjohn Institute for Employment Research
Stephen A. Wandner, U.S. Department of Labor, ETA, UI Service

APPENDIX B

DOCUMENTATION FOR STUDY TOUR 2

DEVELOPING EMPLOYMENT POLICY MANAGEMENT SYSTEMS

Study Tour, April 16-25, 1996

Study Tour Participants:

Dr. Csaba Halmos, Director General, Hungarian National Labor Center

**Dr. Anna Matoricz, Head, Department of Labor Market Fund Management,
Hungarian Ministry of Labor**

**Mr. Laszlo Zsila, General referent of employment affairs, Department of
Economy and Employment, Ministry of Labor**

Dr. János Simkó, Deputy Director, Borsod County Labor Center

Ms. Erika Kalman, Interpreter, Borsod County Labor Center

April 16-21, 1996 - Washington, DC

Program organized by:

**Mr. Hank Guzda
Bureau of International Labor Affairs, USDOL**

April 21-25, 1995 - Kalamazoo, Michigan

Program organized by:

**Dr. Christopher J. O'Leary
W. E. Upjohn Institute for Employment Research**

Planning Employment and Training Programs in Hungary April 1996 Study Tour

The April 1996 study tour in the United States is one activity in a project operated by the U.S. Department of Labor with World Bank funding. As part of the project, the W. E. Upjohn Institute for Employment Research is providing services to the Hungarian Ministry of Labor to develop a system for monitoring effectiveness of active labor programs and using that information for planning and budget allocation.

On their tour the Hungarians are interested in learning about performance monitoring of employment and training programs in the United States and the related management and planning systems for those programs. They are also interested in the process of policy development and program refinement which involves internal government policy analysts and outside expert consultants.

Each of the five Hungarian participants in the study tour understands some English. Naturally, some are more reluctant to speak English than others. A Hungarian-English interpreter will be travelling with the group. The expected study tour participants are:

Dr. Csaba Halmos, Director General, Hungarian National Labor Center
Dr. Anna Matoricz, Head, Department of Labor Market Fund Management,
Hungarian Ministry of Labor
Mr. Laszlo Zsila, General referent of employment affairs, Department of
Economy and Employment, Ministry of Labor
Dr. János Simkó, Deputy Director, Borsod County Labor Center
Ms. Erika Kalman, Interpreter, Borsod County Labor Center

The employment and training programs currently operating in Hungary are:

1. Unemployment Compensation
2. Placement Service
3. Retraining
4. Loans to the Unemployed for Small Business Start-up
5. Loans to Employers for Job Creation
6. Public Service Employment
7. Wage Subsidies for Hiring the Long Term Unemployed
8. Subsidies for Early Retirement



PROGRAM ARRANGEMENTS

Hungarian Delegation

Hungary

Wednesday April 17, 1996

**Identification is required to enter the Frances Perkins Building.
Please bring your passport and use the 3rd & C Streets Entrance.
* Someone will be waiting to greet you.**

Wednesday, April 17, 1996

*** 8:45 a.m.**

**You will be met at the 3rd and C
Streets entrance and escorted to
Room C-5310 Seminar room 1-B.**

9:00 a.m.

**Welcome from the Head of
the East Europe Group**

**Mr. Jim Perlmutter
Assistant Director
Office of Foreign Relations
U.S. Department of Labor**

10:00 - 11:00 a.m.

**Program Orientation &
Credit Union to follow.**

**Ms. Linda Bates
Program Specialist
Bureau of International Labor
Affairs (ILAB)**

11:00 - 12:00 a.m.

**Mr. John Beverly
Deputy Director
U.S. Employment Service
Employment Training
Administration**

12:00 - 2:00 p.m.

Lunch Break

2:00 p.m.

**Briefing with Office of
Management and Budget**

**Mr. Larry Matlack
Director of Labor Relation
Office of Management and
Budget
Room 8202**

Thursday, April 18, 1996

9:30 - 11:30 a.m.

Meet with Enterprise Institute
(ETA) Staff :

- Mr. Vic Trunzo, Director of Support Team
- Ms. Sarah Snyder,
Mr. Jim Lott, Team members
- Ms. Zen Choma, Office of Worker Readjustment Programs

1:00 - 2:00 p.m.

Interest-based bargaining
for Employment and Training

Mr. John Fiscella
Industrial Relations Specialist
Office of the American Workplace
Room N-5108

2:00 - 3:00 p.m.

Ms. Elizabeth Taylor
Acting Director of International
Technical Cooperation
Bureau of Labor Statistics

Friday, April 19, 1996

10:00 - 12:00 p.m.

Evaluating Employment and Training
Programs in the United States

Dr. Steve Bell
Dr. Larry Orr
Abt Associates
4800 Montgomery Lane
Bethesda, Maryland
(Map attached)

2:00 - 3:30 p.m.

Performance Management of Unemployment
Insurance Programs in the U.S.

Dr. Burman Skrabble
UI Service, ETA
Room S-4015
U.S. Dept. of Labor

ALL MEETINGS ARE SCHEDULED FOR ROOM N-5108 IN THE FRANCES PERKINS BUILDING, EXCEPT FOR THE OFFICE OF MANAGEMENT AND BUDGET ON WEDNESDAY APRIL 17, 1996. FOR ADDITIONAL INFORMATION, PLEASE CONTACT MR. HANK GUZDA, 219-7616 EXT.151

Schedule of Events for Hungarian Visitors

Monday, April 22, 1996

W.E. Upjohn Institute for Employment Research

9:00 a.m.	Coffee and Pastries
9:15	<i>Welcome and Overview of the Institute</i> Dr. Randall Eberts, Executive Director
9:30	<i>Comparison of Public/Private Worker Disability Programs</i> Dr. Allan Hunt, Assistant Executive Director
10:30	Break
10:45	<i>Worker Profiling and Reemployment Services System</i> Dr. Randall Eberts, Executive Director
12 noon	Lunch at the Park Club
1:30 p.m.	<i>Using Performance Indicators to Improve the Effectiveness of Welfare-to-Work Programs</i> Dr. Timothy Bartik, Senior Economist
2:30	Break
2:45	<i>School-to-Work Programs</i> Dr. Kevin Hollenbeck, Senior Economist
6:00	Dinner

Schedule of Events for Hungarian Visitors

Tuesday, April 23, 1996

W.E. Upjohn Institute for Employment Research

8:15 a.m.	Depart the Kalamazoo House for the state capital Lansing, Michigan
10:00	Management of Employment Programs in Michigan The Michigan Jobs Commission Mr. Robert Pendleton, Director Office of Workforce Development Mr. James Houck Mass Layoffs and Plant Closing Methods of Assistance Mr. John Waller Performance Measurement
Noon	Lunch
1:15 p.m.	The Honorable Edward LaForge Kalamazoo State Representative
1:30	Tour of the state capitol building
2:30	Recognition by the Michigan state legislature
4:30	Arrive back at the Kalamazoo House

Schedule of Events for Hungarian Visitors

Wednesday, April 24, 1996

W.E. Upjohn Institute for Employment Research

Employment, Management, Service Division

9:00 a.m. Overview of Employment Programs from State to Local Level
Robert Straits, Director

9:15 a.m. Planning Process for Local Programs
Craig Schreuder, Deputy Director
Robert A. Straits, Director

10:15 a.m. Break

10:30 a.m. Performance Indicators and Program Monitoring
Bridget Timmeney, Contract Administrator

12 noon Lunch
Carmen S. DeYoung, Customer Relation Supervisor
Carl Shook, Director, Small Business Development Center,
Stryker Center, Kalamazoo College

1:30 p.m. Michigan Employment Security Commission

Tour and Discussion
Brenda Ely

Displace Worker Profiling
Shirley Sherman

3:30 p.m. Youth Opportunities Unlimited

Performance Standards Driving a Program
John Centa, Director

Professional C.V.
as of April 1, 1996

NAME: Dr. Halmos, Csaba
ADDRESS: 1125 Budapest, Sárospatak u. 30/A.
PLACE OF WORK: National Employment Center (director general)

EDUCATION: University of Economics
SCIENTIFIC DEGREE: Ph.D.

LANGUAGES SPOKEN: English (intermediate level)
French (intermediate level)

EXPERTISE: Labor affairs and contracts

PROFESSIONAL ACTIVITY

- 1971 - 1987 National Council of Trade Unions: Head of Department of Economics
- economic policies
 - living standards
- 1987 - 1990 State Bureau of Wages and Employment (president) state secretary
- foundation of the National Reconciliation Council
 - Chairman of the International Committee of the ILO
 - 50 publications
- 1990 - 1991 Faculty of Human Resources of the Budapest University of Economics:
scientific advisor
- 1991 - 1995 MANPOWER (100% French company): managing director
- employment exchange, loan
- 1995 - Dr. Halmos Employment Consulting Ltd.
- analyses of national employment affairs
 - international assignments (ILO-University of Virginia/USA/University of Port Elisabeth, etc.)
 - PHARE-contest: labor contacts in the field of activities of the Ministry of Transport, Communication and Water conservancy.

Brief Professional C.V.

Dr. Matoricz, Anna
Head of Department of Labor Market Fund Management
Ministry of Labor

I am an economist holding a degree of a university professor as well. For 2 years at the beginning of my career I was a professor at the Budapest University of Economics teaching at the planning faculty and taking part in the methodological development of long term social planning and forecasting. Later I worked for the Central Statistical Bureau in the team working on social indicators.

I have been working in labor management since 1980. As a head of department at the Ministry of Labor, I had an initiative in setting up a model of data collection monitoring the employment procedures of school leavers. I have also contributed to the methodology of short term regional labor market forecasts.

From 1984 during 6 years I was the director of the Information Center of the Ministry of Labor (today the National Employment Center). It was during this time that the Center began acting as the service organization of state employment exchange and the information and management center of UC payment.

I have been working in the Ministry of Labor again since 1990. As head of department I supervised the development of the evaluation and control system of active labor market programs and other assistance for the unemployed. In 1995 as a ministerial commissioner I was assigned to unify the 5 financial funds being allocated on unemployment assistance, manpower development and active labor measures, and to set up the organization managing this major financial source. I have been in charge of this organization since February of this year, the task of which is planning besides fund management.

Professional C.V.
as of April 3, 1996

NAME: Zsila, László
DATE OF BIRTH: 1946
PLACE OF BIRTH: Szeghalom, Hungary
ADDRESS: 1021 Budapest, Kuruclesi u. 57
PLACE OF WORK: Ministry of Labor
1051 Budapest, Roosevelt tér 7 8

EDUCATION: Dipl. civil engineer
Economist

PROFESSIONAL ACTIVITY:

1971 - 1973 Budapest Technical University: assistant
- educational tasks

1973 - 1984 Underground developing and investment co.
- senior economic advisor to director

1984 - 1986 In-service Educational Center of Construction Industry
- teaching economy-management skills

1986 - 1991 Ministry of Construction Industry
Ministry of Transport, Communication and Water conservancy
Ministry of Labor
- referent of constructional affairs, protection of environment and professional training, senior advisor

1991 - 1993 Ministry of Labor
Department of Economy and Employment
- general referent of employment affairs

December 1993 Ministry of Labor
Department of Economy and Employment
Employment component of the World Bank project 'Development of Human Resources'
- component manager responsible for implementation of the goals of the 17 sub-components (it is being implemented in 1996 using the total of 1.2 billion HUF from loan and home sources)

Professional C.V.
as of April 1, 1996

NAME: Dr. Simkó, János
DATE OF BIRTH: December 4, 1947

PLACE OF WORK: Borsod County Employment Center
3525 Miskolc, Városház tér 1
Tel. 36 46 323-527; Fax: 36 46 321-623

EDUCATION: University of Economics Faculty of Trade (1970)
SCIENTIFIC DEGREE: Ph.D. in labor economics

PROFESSIONAL EXPERIENCE:

1970 - 1974	TVK - Tiszaújváros (chemical works) <ul style="list-style-type: none">• head of economics department
1974 - 1984	Borsod County Council <ul style="list-style-type: none">• deputy head of labor department
1984 - 1987	Miskolc City Council <ul style="list-style-type: none">• vice president
1987 - 1991	Borsod County Council <ul style="list-style-type: none">• department of economics, senior advisor
1991 -	Borsod County Employment Center <ul style="list-style-type: none">• deputy director

The bulk of my professional activity was done in the field of regional management of human resources and unemployment. My main tasks have always been analyzing, planning and managing the regional (county, sub-regional) labor market conditions. I wrote papers on the social-economic conditions of Borsod county, on the methods of handling regional employment crises, and about operation of active labor market programs. The title of my doctoral thesis is "Conditions of regional management of human resources and chances of its development in Hungary."

In 1989 I took part on a short study tour in Sweden, France and the United States of America, where we studied methodology of regional labor market planning. From 1990 on in Borsod County we introduced pilot testing of the Swedish model of short term labor market forecast adopted to the Hungarian conditions. Between 1992 and 1995 I was the project coordinator of the project "Cost-effective monitoring and evaluation of the active labor market programs" funded by the World Bank. During this time I have worked together with Dr. Christopher J. O'Leary on the concepts and guidelines for monitoring the performance of active labor programs in Hungary. The full model was worked out in Borsod County in detail, and later it was successfully tested in three pilot counties. From 1994 this monitoring system has been implemented and used nationwide with coordination and guidance of the National Labor Center.

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