

Appendix

APPENDIX 1.

QUESTIONNAIRE T3

(DEVELOPED BY GYÖRGY LENGYEL, BORBÁLA GÖNCZ, LILLA TÓTH
IN COLLABORATION WITH JAMES S.FISHKIN AND ROBERT C. LUSKIN)

Respondent number:	
Small group number :	

Deliberative Poll
about Unemployment and Job Creation
in the Area of Kaposvár

DELIBERATIVE METHODS IN LOCAL SOCIETY RESEARCH

A1. On a scale of 0 to 10, where 0 is completely unsatisfied, 10 is completely satisfied, and 5 is exactly in the middle, how satisfied would you say you are, all things considered, with your life as a whole?

Completely dissatisfied					Exactly in the middle					Completely satisfied	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

A3. And on a similar scale 0 to 10 scale, where 0 is completely pessimistic, 10 is completely optimistic, and 5 is exactly in the middle, how optimistic or pessimistic would you say you are about your future?

completely pessimistic					Exactly in the middle					Completely optimistic	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

D12. If you were unemployed, how likely do you think you would apply for job seekers' aid/ allowance?

Would definitely NOT apply for it					Pontososan a kettő között					Would definitely apply for it	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

D15. If you were unemployed, how likely do you think you would apply for regular social aid?

Would definitely NOT apply for it					Pontososan a kettő között					Would definitely apply for it	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

D27. On a scale of 0 to 10, where 0 is you would never consider, 10 is you would definitely like to be, and 5 is exactly in the middle, how much would you like to be an entrepreneur?

_____ (Record number or 999 for DK)

D28. And on the same scale of 0 to 10, where 0 is something that will never happen, 10 is something that will definitely happen, and 5 is exactly in the middle, how likely would you say it is that you will ever become unemployed?

_____ (Record number or 999 for DK)

D29. And on the same scale of 0 to 10, where 0 is something that will never happen, 10 is something that will definitely happen, and 5 is exactly in the middle, how likely would you say it is that you will be for you to find a job?

_____ (Record number or 999 for DK)

D32. Again on a scale of 0 to 10, where 0 is something that will never happen, 10 is something that will definitely happen, and 5 is exactly in the middle, how likely would you say it is that you will want to move to another settlement **sometime in the next 5 years?**

_____ (Record number or 999 for DK)

D33. And on the same 0 to 10 scale, where 0 is something that will never happen, 10 is something that will definitely happen, and 5 is exactly in the middle, how likely would you say it is that you will live abroad **sometime in the next 5 years?**

_____ (Record number or 999 for DK)

Now, here are some questions about foreign investment, protecting Hungarian industries, and economic development.

Q1. Some people think that certain industries should be protected against foreign competition as much as possible. Suppose these people are at one end of a seven-point scale, at point 1. Other people think that market should be made as open as possible. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or wouldn't you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

certain industries should be protected against foreign competition			Exactly in the middle			market should be made as open as possible	No opinion
1	2	3	4	5	6	7	99

Q2. How much would you favour or oppose each of the following as ways of competing in today's global economy?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Oppose strongly	Oppose somewhat	Neither favour nor oppose	Favour somewhat	Favour strongly	No opinion
Keeping strategic industries in national hands	1	2	3	4	5	99
Increasing taxes on imported products	1	2	3	4	5	99
Investing in new technologies	1	2	3	4	5	99
Encouraging foreign investment	1	2	3	4	5	99

Q3. Some people think that most Hungarian enterprises should be state owned. Suppose these people are at one end of a seven-point scale, at point 1. Other people think that most Hungarian enterprises should be privately owned. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or wouldn't you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

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Hungarian enterprises should be state owned			Exactly in the middle			Hungarian enterprises should be privately owned	No opinion
1	2	3	4	5	6	7	99

Q4. How much would you say that foreign economic investment helps or hurts Hungarian economic development? Does it ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

Help a lot	5
Help somewhat	4
Neither help nor hurt	3
Hurt somewhat	2
Hurt a lot	1
Or wouldn't you have any opinion about that?	99

Now here are some questions concerning employment.

Q5. Some people think that governments should let employers hire and fire as they see fit. Suppose these people are at one end of a seven-point scale, at point 1. Other people think that governments should make it very difficult for employers to fire people. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or wouldn't you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Let employers hire and fire as they see fit			Exactly in the middle			Make it very difficult for employers to fire	No opinion
1	2	3	4	5	6	7	99

Q6. How much would you say that giving employers more freedom in hiring and firing would increase or decrease economic growth? Would it ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

Increase it a lot	5
Increase it somewhat	4
Neither increase nor decrease it	3
Decrease it somewhat	2
Decrease it a lot,	1
Or wouldn't you have any opinion about that?	99

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Q7. And how much would giving employers more freedom in hiring and firing increase or decrease the number of jobs? Would it ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

Increase it a lot	5
Increase it somewhat	4
Neither increase nor decrease it	3
Decrease it somewhat	2
Decrease it a lot,	1
Or wouldn't you have any opinion about that?	99

Q8. And how much would increasing job security increase or decrease workers' interest in acquiring more skills? Would it ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

Increase it a lot	5
Increase it somewhat	4
Neither increase nor decrease it	3
Decrease it somewhat	2
Decrease it a lot,	1
Or wouldn't you have any opinion about that?	99

Q9. Some people think that finding a job is one's own responsibility. Suppose these people are at one end of a seven point scale, at point 1. Other people think that providing jobs for all citizens is the government's responsibility. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or do you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

One's own responsibility			Exactly in the middle			The government's responsibility	No opinion
1	2	3	4	5	6	7	99

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Q10. Here are several opinions about the reasons of becoming unemployed. How much do you think the following statements are true? Unemployed are those who...

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not true at all					Exactly in the middle					Completely true	No opinion
...doesn't have proper skills	0	1	2	3	4	5	6	7	8	9	10	99
...wouldn't like to work	0	1	2	3	4	5	6	7	8	9	10	99
...live in deprived settlements	0	1	2	3	4	5	6	7	8	9	10	99
...are living with mental or physical disabilities	0	1	2	3	4	5	6	7	8	9	10	99
...doesn't help themselves but expect everything from the society	0	1	2	3	4	5	6	7	8	9	10	99
...worked in sectors in crisis (e.g. agriculture, heavy industry)	0	1	2	3	4	5	6	7	8	9	10	99
...are irresponsible	0	1	2	3	4	5	6	7	8	9	10	99
... whose parents were unemployed	0	1	2	3	4	5	6	7	8	9	10	99
...are coming from poor families	0	1	2	3	4	5	6	7	8	9	10	99

Q11. Now let's think about creating new jobs. How much priority do you think should be given for each of the followings as ways of creating new jobs?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Low priority					Exactly in the middle					Very high priority	No opinion
Improving Infrastructure in the area (e.g. roads, railways, airport, utilities)	0	1	2	3	4	5	6	7	8	9	10	99
Programs to improve education and training in the area	0	1	2	3	4	5	6	7	8	9	10	99
Attracting new enterprises to the area and supporting existing businesses in the area (e.g. tax reduction, industrial parks)	0	1	2	3	4	5	6	7	8	9	10	99
Supporting atypical forms of employment (part time, home-based, etc.)	0	1	2	3	4	5	6	7	8	9	10	99
Cooperation between local government, the business sector, and the civil society	0	1	2	3	4	5	6	7	8	9	10	99

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Q12. Now let's think about unemployment. How strongly would you favour or oppose each of the following as ways of dealing with unemployment?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Oppose strongly	Oppose somewhat	Neither favour nor oppose	Favour somewhat	Favour strongly	No opinion
Labour market services	1	2	3	4	5	99
Training support	1	2	3	4	5	99
Wage- and contribution-type subsidies	1	2	3	4	5	99
Communal work	1	2	3	4	5	99
Support for self-employment	1	2	3	4	5	99
Job search allowance and benefit	1	2	3	4	5	99
Regular social aid	1	2	3	4	5	99

Q13. Some people think that allowances, aids and benefits should be paid only to those who work for them. Suppose these people are at one end of a seven point scale, at point 1. Other people think that people who can't work due to vis maiors should also be taken care of. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or do you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Allowances, aids and benefits should be paid only to those who work for them			Exactly in the middle			Everyone should be taken care of	No opinion
1	2	3	4	5	6	7	99

Q14. Some people think the government should prevent all illegal work on which taxes are not paid. Suppose these people are at one end of a seven point scale, at point 1. Other people think that the government should not do anything against illegal work. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or do you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Government should prevent all illegal work			Exactly in the middle			Government should no do anything against illegal work	No opinion
1	2	3	4	5	6	7	99

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Q15. How true would you say each of the following statements are?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not true at all					Exactly in the middle					Completely true	No opinion
Illegal work produces product and services that otherwise couldn't be produced due to high level of costs of employment (taxes and social contributions)	0	1	2	3	4	5	6	7	8	9	10	99
Companies that use illegal work are getting to undue advantages in the competition on the market.	0	1	2	3	4	5	6	7	8	9	10	99
Illegal work places the employee in an insecure situation as legal protection does not apply	0	1	2	3	4	5	6	7	8	9	10	99
Government is deprived of income and thus can't take fully in charge all its social duties.	0	1	2	3	4	5	6	7	8	9	10	99
Those who are only able to work illegally have at least some kind of income to make a living	0	1	2	3	4	5	6	7	8	9	10	99

Q16. On a scale of 0 to 10, where 0 is none at all, 10 is complete power, and 5 is exactly in the middle, how much power would you say the government has to prevent unemployment?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Government has no power at all to prevent unemployment					Exactly in the middle					Government has complete power to prevent unemployment	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

Q17. Some people think that in nowadays' economic situation unemployment can't be totally avoided and we need to accept it. Suppose these people are at one end of a seven point scale, at point 1. Other people think that unemployment should be avoided at any cost. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or do you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

unemployment can't be totally avoided			Exactly in the middle			unemployment should be avoided at any cost	No opinion
1	2	3	4	5	6	7	99

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Q18. How much would you say that unemployment improves or worsens labour discipline?
Does it ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

Improve it a lot	5
Improve it somewhat	4
Neither improve nor worsen it	3
Worsen it somewhat	2
Worsen it a lot,	1
Or wouldn't you have any opinion about that?	99

Q19. Some people think the government should decrease taxes even if this means less funding for education, health care and pensions. Suppose these people are at one end of a seven point scale, at point 1. Other people think that the government should spend more on education, health care and pensions even if this means increasing taxes. Suppose these people are at the other end of the scale, at point 7. People who are exactly in the middle are at point 4, and of course other people have opinions at other points on the scale. Where would you place your views on this scale, or do you have any opinion about that?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Government should decrease taxes even if this means less funding for education, health care and pensions			Exactly in the middle			Government should spend more on education, health care and pensions even if this means increasing taxes	No opinion
1	2	3	4	5	6	7	99

Next some questions about the role of the European Union.

Q20. Some say European unification should be strengthened. Others say it already has gone too far. What is your opinion? Please indicate your views using a 10-point-scale. On this scale, '0' means unification "has already gone too far" and '10' means it "should be strengthened". What number on this scale best describes your position?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Gone too far					Exactly in the middle					Push further	No opinion
0	1	2	3	4	5	6	7	8	9	10	99

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Q21. And on another 0 to 10 scale, where 0 is not important at all, 10 is extremely important, and 5 is exactly in the middle, how important would you say each of the following goals is for the EU...?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not important at all					Exactly in the middle					Extremely important	No opinion
Making the European economy more competitive in world markets	0	1	2	3	4	5	6	7	8	9	10	99
Provide better social security for everyone	0	1	2	3	4	5	6	7	8	9	10	99

Q22. In most European countries today, political decisions are made at three different levels of government: at regional level, at national level, and at the level of the European Union. Please tell me who should be responsible for fighting against unemployment?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Regional level	1
National level	2
European Union level	3
None of them	4
More than one	5
Don't know	99

Q23. Out of one hundred HUF of tax money a citizen pays, how much should be allocated on the regional, national and European level? Here we are interested in your opinion, not in the actual distribution. We want to know where should be the decisions done in optimal case.

PLEASE WRITE IN THE EXACT NUMBER

Regional	
National	
European	
Don't know	999

Q24. How far do you feel that what happens to Europe in general has important consequences for people like you or to you?

PLEASE CIRCLE THE APPROPRIATE NUMBER

A great deal	1
A fair amount	2
Not very much	3
Not at all	4
Don't know	99

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Q25. Taking everything into consideration, would you say that Hungary has on a balance benefited or not from being a member of the EU? >>T3

Now here are some questions to which not everyone may know the answer. If you come to one to which you don't know the answer, don't worry-just circle the number for "couldn't say," and move on to the next one.

Inf.1. The unemployment rate in Hungary in 2006 was about ...

PLEASE CIRCLE THE APPROPRIATE NUMBER

3%	1
8%	2
13%	3
18%	4
Or couldn't you say about that?	99

Inf.2. The unemployment rate in the EU in 2006 was about...

PLEASE CIRCLE THE APPROPRIATE NUMBER

3%	1
8%	2
13%	3
18%	4
Or couldn't you say about that?	99

Inf3. Would you say that the unemployment rate (registered job-seekers) in Kaposvár small area is...

PLEASE CIRCLE THE APPROPRIATE NUMBER

About 5%	1
About 10%	2
About 15%	3
About 20%	4
Or couldn't you say about that?	99

Inf.4. Which of the following has the highest unemployment rate?

Kaposkeresztúr	1
Mernye	2
Orci	3
Taszár	4
Or couldn't you say about that?	99

Inf.5. And which of the following has the lowest unemployment rate?

Szentgáloskér	1
Igal	2
Kaposhomok	3
Újvárfalva	4
Or couldn't you say about that?	99

Inf.6. The majority of employees in the small area are working...

PLEASE CIRCLE THE APPROPRIATE NUMBER

in the industry and construction industry	1
in the service industry	2
in agriculture	3
in heavy industry	4
Or couldn't you say about that?	99

Inf.7. About what proportion of the unemployed in Somogy County are long-term unemployed?

PLEASE CIRCLE THE APPROPRIATE NUMBER

14%	1
24%	2
34%	3
44%	3
Or couldn't you say about that?	99

Inf.8. Which of the following statements do you think is true?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Only those can apply for regular social aids who are not eligible for job search allowance or job search benefit anymore	1
One can get job search allowance until he/she finds a job	2
Anyone can get the regular social aid who has been unemployed for more than year.	3
Entrepreneurs becoming unemployed are not eligible for any kind of allowance.	4
Or couldn't you say about that?	99

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Inf.9. About what proportion of the unemployed in Somogy county are getting regular social aid?

PLEASE CIRCLE THE APPROPRIATE NUMBER

28%	1
33%	2
38%	3
43%	3
Or couldn't you say about that?	99

And here are a few questions about how you see the world around you.

Q.26. People feel different degrees of attachment to their town or village, to their region, to their country and to Europe. What about you? Are you very attached, somewhat attached, not very attached or not at all attached to the following:

PLEASE CIRCLE THE APPROPRIATE NUMBER

		Very attached	Somewhat attached	Not very attached	Not at all attached	No opinion
a.	Your town\ village	4	3	2	1	99
b.	Small area of Kaposvár	4	3	2	1	99
c.	Somogy county	4	3	2	1	99
d.	South Transdanubian region	4	3	2	1	99
e.	Hungary	4	3	2	1	99
f.	Europe	4	3	2	1	99

Q27. And on another 0 to 10 scale, where 0 is not important at all, 10 is extremely important, and 5 is exactly in the middle, how important would you say each of the following goals is for Kaposvár and its area ...?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not important at all					Exactly in the middle					Extremely important	No opinion
Making the economy more competitive in world markets	0	1	2	3	4	5	6	7	8	9	10	99
Increasing job security for everyone	0	1	2	3	4	5	6	7	8	9	10	99
Reducing unemployment	0	1	2	3	4	5	6	7	8	9	10	99
Increasing social security for everyone	0	1	2	3	4	5	6	7	8	9	10	99

Q28. On the same 0 to 10 scale, where 0 is not important at all, 10 is extremely important, and 5 is exactly in the middle, how important would you say each of the following is for you personally ...?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not important at all					Exactly in the middle					Extremely important	No opinion
Job security	0	1	2	3	4	5	6	7	8	9	10	99
Job opportunities	0	1	2	3	4	5	6	7	8	9	10	99
A high income	0	1	2	3	4	5	6	7	8	9	10	99

Q29. In general, do you think that people can be trusted or one can't be prudent enough with others?

- 1 – People can be trusted in most cases.
- 2 – People can usually be trusted.
- 3 – Usually one can't be prudent enough with others.
- 4 – In most cases one can't be prudent enough with others.
- 9 – DK
- X –

Q33. Thinking of your current life in general, how happy would you say you are?

- 1 – Not happy at all,
- 2 – not too happy,
- 3 – quite happy, or
- 4 – very happy?
- 9 – DK
- X –

Q34. There are people who are often afraid of things and others who are never afraid. How true is for you that you are often afraid of things?

- 1 – not true at all
- 2 – rather not true
- 3 – neither true nor untrue
- 4 – rather true
- 5 – very true
- 9 – DK
- X –

APPENDIX

Q38. And how strongly would you agree or disagree with the following statements?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Disagree strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly	No opinion
Those who make decisions at the European Union level do not care much what people like me think.	1	2	3	4	5	99
Those who make decisions in Hungary do not care much what people like me think.	1	2	3	4	5	99
Those who make decisions at the European Union level are competent people who know what they are doing	1	2	3	4	5	99
Those who make decisions in Hungary are competent people who know what they are doing	1	2	3	4	5	99
Those who make decisions at the European Union level do not take enough account of the interests of Hungary at stake.	1	2	3	4	5	99

Q39. Which one of the followings can best defend people's interest in Hungary nowadays?

1	The state
2	Political parties
3	Trade unions
4	Professional associations
5	family
6	else
7	one can defend his/her own interests
9	DK
X	

Q40. How true are the following statements thinking about yourself?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not true at all					Exactly in the middle					Completely true	No opinion
I have very little control over my life	0	1	2	3	4	5	6	7	8	9	10	99
I usually achieve what I have planned	0	1	2	3	4	5	6	7	8	9	10	99
I trust in the future	0	1	2	3	4	5	6	7	8	9	10	99
Nowadays, if one would like to succeed in life, one would have to overstep some rules	0	1	2	3	4	5	6	7	8	9	10	99
I don't take any pleasure in my work	0	1	2	3	4	5	6	7	8	9	10	99
I usually have plans for the future	0	1	2	3	4	5	6	7	8	9	10	99
I am rather communicative and friendly	0	1	2	3	4	5	6	7	8	9	10	99
I am rather shy and inhibited	0	1	2	3	4	5	6	7	8	9	10	99

Finally, some questions about this weekend:

EV1. On a scale of 0 to 10, where 0 is “a waste of time”, 10 is “extremely valuable” and 5 is exactly in the middle, how valuable was each of the following in helping you clarify your positions on the issues?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	A waste of time					Exactly in the middle					Extremely valuable	No opinion
Participating in the small group discussions	0	1	2	3	4	5	6	7	8	9	10	99
Meeting and talking to other participants outside of the formal discussions	0	1	2	3	4	5	6	7	8	9	10	99
Participating in the plenary sessions with experts	0	1	2	3	4	5	6	7	8	9	10	99
The event as a whole	0	1	2	3	4	5	6	7	8	9	10	99

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EV2. And how strongly would you agree or disagree with each of the following statements?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Disagree strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly	No opinion
My small group moderator provided the opportunity for everyone to participate in the discussion	1	2	3	4	5	99
The members of my small group participated relatively equally in the discussions	1	2	3	4	5	99
My small group moderator sometimes tried to influence the group with this or her own views	1	2	3	4	5	99
My small group moderator tried to make sure that opposing arguments were considered	1	2	3	4	5	99
The important aspects of the issues were covered in the group discussions	1	2	3	4	5	99
I learned a lot about people very different from me—about what they and their lives are like	1	2	3	4	5	99

EV3. Before the deliberation started, how much of the briefing material you were sent would you say you had read? PLEASE CIRCLE THE APPROPRIATE NUMBER

Hadn't read or had just glanced at it	1
Had read less than half of it	2
Had read about half of it	3
Had read more than half of it	4
Had read all or nearly all of it	5

EV4. Would you say that the briefing material was mostly clear, or unclear?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Clear	1
Unclear	2
DK	
X	

EV5. Would you say that the length of the small group sessions was too short, sufficient, or too long?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Too short	1
Sufficient	2
Too long	3
No opinion	99

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EV6. Would you say that the length of the plenary sessions was too short, sufficient, or too long?

PLEASE CIRCLE THE APPROPRIATE NUMBER

Too short	1
Sufficient	2
Too long	3
No opinion	99

EV7. On a scale of 0 to 10, where 0 is not at all, 10 is very much, and 5 is exactly in the middle, how much did you improve your knowledge/skills on the following areas during the deliberation?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	I didn't improve at all					Exactly in the middle					I improved a lot	No opinion
Factual knowledge on the EU	0	1	2	3	4	5	6	7	8	9	10	99
Factual knowledge on employment issues	0	1	2	3	4	5	6	7	8	9	10	99
Understanding of attitudes and behavior of other people	0	1	2	3	4	5	6	7	8	9	10	99
Ability to understand the public debate on employment	0	1	2	3	4	5	6	7	8	9	10	99
Motivation to participate actively in the public debate	0	1	2	3	4	5	6	7	8	9	10	99
Ability to communicate with other people	0	1	2	3	4	5	6	7	8	9	10	99

EV8. On a scale of 0 to 10, where 0 is not motivating at all, and 10 is extremely motivating, and 5 is exactly in the middle, how motivating were the following possible reasons to attend the deliberation?

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Not motivating at all					Exactly in the middle					Extremely motivating	No opinion
Meeting people from the small area	0	1	2	3	4	5	6	7	8	9	10	99
Learning about employment issues	0	1	2	3	4	5	6	7	8	9	10	99
Meeting high level personalities	0	1	2	3	4	5	6	7	8	9	10	99
Defending my ideas	0	1	2	3	4	5	6	7	8	9	10	99
Financial incentive	0	1	2	3	4	5	6	7	8	9	10	99

APPENDIX

EV9. On a scale of 0 to 10, where 0 is extremely bored, and 10 is extremely interested, and 5 is exactly in the middle, how did you feel

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Extremely bored					Exactly in the middle					Extremely interested	No opinion
During the small group discussions?	0	1	2	3	4	5	6	7	8	9	10	99
During the plenary sessions?	0	1	2	3	4	5	6	7	8	9	10	99
During the informal / social parts of the weekend?	0	1	2	3	4	5	6	7	8	9	10	99

EV10. On a scale of 0 to 10, where 0 is extremely passive, and 10 is extremely active, and 5 is exactly in the middle, how did you feel

PLEASE CIRCLE THE APPROPRIATE NUMBER

	Extremely passive					Exactly in the middle					Extremely active	No opinion
During the small group discussions?	0	1	2	3	4	5	6	7	8	9	10	99
During the plenary sessions?	0	1	2	3	4	5	6	7	8	9	10	99
During the informal / social parts of the weekend?	0	1	2	3	4	5	6	7	8	9	10	99

EV11. How much the followings characterized your small group?

	Not at all					Exactly in the middle					Very much	No opinion
Expression of solidarity towards each other	0	1	2	3	4	5	6	7	8	9	10	99
The ability to decrease emotional tensions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of agreement	0	1	2	3	4	5	6	7	8	9	10	99
Expression of suggestions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of opinions	0	1	2	3	4	5	6	7	8	9	10	99
Providing information to each others	0	1	2	3	4	5	6	7	8	9	10	99
Asking information from others	0	1	2	3	4	5	6	7	8	9	10	99
Asking for the opinions of others	0	1	2	3	4	5	6	7	8	9	10	99
Asking for suggestions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of differences in opinions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of tensions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of aggressive feelings	0	1	2	3	4	5	6	7	8	9	10	99

V12. And how much the followings characterized your own behaviour during the small group?

	Not at all					Exactly in the middle					Very much	No opinion
Expression of solidarity towards others	0	1	2	3	4	5	6	7	8	9	10	99
The ability to decrease emotional tensions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of agreement	0	1	2	3	4	5	6	7	8	9	10	99
Expression of suggestions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of opinions	0	1	2	3	4	5	6	7	8	9	10	99
Providing information to others	0	1	2	3	4	5	6	7	8	9	10	99
Asking information from others	0	1	2	3	4	5	6	7	8	9	10	99
Asking for the opinions of others	0	1	2	3	4	5	6	7	8	9	10	99
Asking for suggestions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of differences in opinions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of tensions	0	1	2	3	4	5	6	7	8	9	10	99
Expression of aggressive feelings	0	1	2	3	4	5	6	7	8	9	10	99

Thank you very much

APPENDIX 2:
BRIEFING MATERIAL
(COMPILED BY BORBÁLA GÖNCZ AND LILLA TÓTH)

Deliberative Poll
About Unemployment and Job Creation
in the Area of Kaposvár

Kaposvár
June 21–22 2008
(Saturday, Sunday)

Introduction

A Deliberative meeting will be organized on June 21-22 2008 in Kaposvár, with the participation of randomly selected inhabitants of the region who previously answer a questionnaire on the topic of employment and job creation. On the weekend the participants will discuss these topics with each other and with invited experts. This briefing material provides information to aid in the discussions of the deliberative event.

Why this topic?

According to sociological research and a recent poll of the Hungarian Gallup Institute unemployment is the greatest problem in the region. In Hungary 55% of the population of working age (15-64) work in officially administered jobs. The average in the European Union is 64%. The region's activity rate is just slightly below the Hungarian average (54%).

..

As for unemployment the region's conditions are worse. The rate of unemployment (according to the ILO standards) was 17% at the end of the last year whilst the national average was 10%. In other words Somogy County's position is the 4th worst in the country in this respect. 1/3rd of the unemployment is lasts longer than a year, which is a very unfavourable condition again.

What is the purpose of this document?

This briefing material provides an overview of the topics which you can discuss with fellow citizens from the region during the deliberation. It isn't the aim of this document to provide all the details, but it highlights some important issues.

This document will include:

1. Information about the issues of unemployment and employment.
2. Relevant facts and data about employment in the small region, the county, the region, the country and the EU.
3. Pros and cons about the possible measures and policies aiming at solving the problems of unemployment and low employment. We are unable to show all the complex arguments, but try to catch their essence. We intend to generate discussion with the presentation of the arguments. One may find a set of arguments convincing, others may select bits and pieces from different approaches.

Is this document balanced?

It is not an easy task to meet the criteria of objectivity. But we did try to do our best to present different approaches. We discussed the issues with different researches, practicing policy makers and politicians who had their own altering views about the topics.

Why is having a job important?

Many think that work is the key element of livelihood. At least there are few who deny it, nevertheless there are many who can not get a (legal) job, who are supposed to live on unemployment benefit or black labor. A job is not only for earning money but – as many believe – provides self esteem, social relations and a framework for the meaningful life.

The transformation of the world of labor

Due to technological development there are fewer and fewer people working in agriculture and factories whilst their number is increasing in the service industry. From the 70s on the unified employment regime of the most developed countries started to dissolve. The big factory as a typical workplace, a standardized contract and fixed working times have ceased to be dominant. Part time jobs, flexible work and seasonal employment have started to spread. For the employees it meant the growth of uncertainty and the variety of workplaces as well.

The unemployment in our country

For us unemployment had been unknown for decades in the past regime. The Constitution defined work as a right and an obligation. Non-working was illegal. At that time there were many talks about *intra muros* unemployment. It meant that in legal terms everybody had a job, but these were inefficient and there were many who had unnecessary or very small tasks in the given organization.

Systemic changes and privatization lead to the dissolution of great industrial plants (and agricultural cooperatives) and the number of inefficient jobs decreased. For many it meant the growing uncertainty and the threat of unemployment.

Problems, challenges, possible solutions

Some people think that unemployment should be and could be eliminated, however others think that unemployment can't be avoided and should be accepted as part of the economy. Unemployment is a risk that the society has to face and deal with.

One problem closely related to unemployment has to do with the divide between education and employment. There are certain trades where the skilled labor force is not large enough whilst in others it is too large. There are arguments for state intervention. Some argue that the state has to control the supply of education, and directly or indirectly influence the education of masses in professions which can't meet market demand.

There are others who think that the future labor market demand can't be correctly predicted and it is not the task of the state to control the uncertain future. According to this view it is in the interest of individuals to learn about the possibilities and decide about their career options.

There are countries (like the Netherlands or the USA) where wide-spread information is available about the demand for toward different crafts and professions, or about failures of getting a job in different trades.

People differ according to their possibilities and constraints not only in terms of education but in terms of mobility as well. Employment chances differ according to education, gender, profession, settlement and ethnicity. Citizens of different countries, even if they have the same education, vocation and language skills, do differ in terms of readiness to move into another settlement or region or to go abroad for a job.

Unemployment and job creation is a complex issue which is closely related to others. If entrepreneurs are supported, if a minimum wage is legally set, if there are quotas for different professions in the school system, if roads, railroads, channels or airports are built, employment is heavily influenced by these.

The Employment Situation and Unemployment in Kaposvár Small Area

On Kaposvár Small Area

Kaposvár Small Area is located in Southern Transdanubia in Somogy county. From the 11 small area of the Somogy county Kaposvár small region has the most settlements (54 settlements belong there), despite the fact that in January 2008 23 settlement left the small area and formed the Kadarkut- Nagybajom small area and now operate independently.

The chief town of the county, Kaposvár, is the only town in the small area, the number of inhabitants is 67746. The second biggest settlement, in population is Taszár with 2089 inhabitants. In the district with a population of 101309 Kaposvár thus has two third of total inhabitants.

The qualification of manpower

Over the past decades the level of education in the small area has risen continuously but there are significant differences in favour of Kaposvár. The number of completed school years is the highest here in the county. This is attributable to local conditions, the school town character of Kaposvár.

In Kaposvár the ratio of people with higher education in the active age group (between 15 and 64) is 16,5%, in the small area this ratio is 12%. The ratio of inhabitants with a basic level of education (8 school years or less) is 20% in Kaposvár and 33% in the small area.

Students studying outside the area rarely return to their former residence. Particularly engineers, economists and skilled worker with up to date knowledge are lacking.

In general, the need for education and vocational training is expressed in every document dealing with the strategy of the small area.

Labor market situation

After the transition as a function of changing social and economical conditions the labor market changed remarkably. This process manifested in significantly decreasing number of employees and increasing unemployment.

The decrease in the number of employees affected the agriculture to the greatest extent. The decrease was less important in the education, in the health service and in public service.

72% of the employed work at their permanent residence. The employment centre of the area is Kaposvár. 80% have their workplace there. In the villages the biggest employer is the local government and there is also some agricultural work. But for the majority of the people Kaposvár is the only opportunity for a job.

From the 46 thousand employees in the area 13 thousand work in industry and construction, 30 thousand in the services and only 3 thousand in agriculture. The employment rate of the population aged 15 and 64 was 53,7% in the small area and 61,6% in Kaposvár. The unemployment rate (the registered job-seekers at a rate per cent of active age group population) 15,4% in the small area and 9% in Kaposvár.

Regarding unemployment the number of registered unemployed in Somogy county was 25471 in February 2008, 3 464 in Kaposvár. 34% of the registered unemployed were long-term unemployed which means that they were without job for more than 1 year, in Kaposvár this rate was 33%.

*Settlements in the small area
with the number
of inhabitants (Dec. 2006)
and the unemployment rate
(Feb. 2008):*

Alsóbogát	284	17%
Baté	865	14%
Bodrog	476	12%
Bószénfa	573	13%
Büssü	372	15%
Cserénfa	218	10%
Csoma	439	8%
Csombárd	290	16%
Ecseny	236	19%
Edde	219	29%
Felsőmocsolád	479	12%
Fonó	340	11%
Gadács	136	9%
Gálosfa	292	15%
Gölle	1053	17%
Hajmás	258	29%
Hetes	1117	10%
Igal	1259	6%
Juta	1245	8%
Kaposgyarmat	119	20%
Kaposhomok	492	23%
Kaposkeresztúr	361	27%
Kaposvár	67746	8%
Kazsok	351	17%
Kercseliget	433	24%
Kisgyalán	214	12%
Magyaratád	916	8%
Magyaregres	635	12%
Mernye	1542	10%
Mezőcsokonya	1306	16%
Mosdós	1029	11%
Nagyberki	1461	13%
Orci	578	9%
Osztopán	858	16%
Patalom	387	9%
Polány	255	14%
Ráksi	491	12%
Sántos	575	10%
Simonfa	379	16%
Somodor	450	19%
Somogyaszaló	746	13%
Somogyeszti	549	19%
Somogyjád	1625	15%
Somogyárd	1320	16%
Somogyzil	792	15%
Szabadi	301	14%
Szentbalázs	350	8%
Szentgálaskér	553	22%
Taszár	2089	9%
Újvárfalva	347	25%
Várda	526	11%
Zimány	646	14%
Zselickislak	329	11%
Zselicszentpál	407	7%

Unemployed people benefitting from any allowances were as followed:

	Registered unemployed	Job search allowance	Job search benefit	Regular social aid
Somogy County	25 471	18%	10%	38%
Kaposvár	3 464	21%	10%	30%

Strategies concerning the labor market

The employment strategy of **Somogy County** has been defined according to national goals while taking local opportunities and challenges into account. The main directions of the strategy are as follows:

- Increasing the employment by supporting employment/ job creation and self employment, and decreasing the ratio of the illegal work.
- Improving employability by increasing the level of vocational training and development of skills, improving the manpower health conditions
- Improving the flexibility of labor market by increasing the level of information, the motivation of the manpower lending and increasing of employees' mobility
- Prevention of unemployment by matching the training structure with demands on labor market and development of career- orientation consultation
- Support of job- preservation
- Support of certain groups with special difficulties (career starters, Roma, women, unemployed with altered ability to work, unemployed over 50)
- Protection of equal opportunity

Kaposvár Small Area has also prepared its own Acting Pact to get involved the main actors of the area (municipals, employers, employees, institutions, authorities and experts) in a dialogue to help to solve the general problem of the area: the low employment rate, the high unemployment, the high number of migrant and the slow pace of local economic development.

Main questions of employment policy, job creation

Different approaches to the role of the state on the labor market

The frame of functioning of the labor market is set by the state through legal regulation. Conditions under which employer can hire and fire employees and obligations employment implies in the form of wages, taxes, social contribution are regulated. The obligations and costs of the malfunctioning of the labor market can be shared to different proportions by the actors – the state, the employer and the employee.

Some would prefer a **strong and protective welfare** state where public authorities protect employees from losing their jobs, set high standards and conditions for the quality of jobs, and if someone loses his/her job, provide a high level of protection.

Arguments for a strong welfare state:

- A protective welfare state guarantees high level of protection in case one becomes unemployed, preventing people in a disadvantaged social situation from further marginalization.
- Employment means a high level of obligation for the employers, but investing in development of special skills is worth both for the employer and the employee as employment is stable and secure.
- While there may be greater costs in the short term, it costs less in the long term because it guarantees stability of employment and thus investment over time in people's experience and skills.

Arguments against a strong welfare state:

- Labor market rules that are too rigid act as disincentives for employers to recruit.
- Generous unemployment benefits discourage the unemployed to look for a job. It is expensive and many people live off the state.
- It creates inequity, as some of the unemployed or those with unstable jobs find it very difficult to get a stable job. Some have well protected jobs and others none or precarious jobs.

Others would prefer a **weak welfare state** where the labor market is very flexible and deregulated. It is easy to hire and fire. Public authorities only provide a minimal safety net for the unemployed, i.e. limited temporary assistance but no job security.

Arguments for a weak welfare state:

- This approach makes it easier for firms to hire and fire workers, thus ensuring maximum economic efficiency. Because it is easier to fire workers it is also easier to create jobs.
- Non-wage labor costs, such as social security contributions, are lower. This favours higher international competitiveness. Also, employers are less reluctant to recruit.
- Employers and people who work efficiently are rewarded as the system encourages mobility and innovation.

Arguments against a weak welfare state:

- This approach leads to inequity. While some may benefit, many people are not able to compete, because they either lack the skills or the ability to move jobs or location easily.
- Many workers live in a state of insecurity. This leads to poverty, stress, health problems, and tension in society.
- A high job turnover deters long-term investment in people and weakens workers' attachment to their job.

Different approaches to jobs and trade

<p>Opinions differ with regards to for whom competition and free trade are good and how much they contribute to the welfare of the community. The questions of who should be helping the losers of free trade and how are also argued.</p> <p>Some argue that it is important to protect domestic jobs and industries from international competition.</p>	<p><i>„Coats Hungary Ltd. is going to buy cotton yarn instead of producing it themselves. The company mad this decision because the costs of buying the same quality cotton yarn from Asian and African supplier are only 66-70% of the costs of producing it. This decision was behind the announcement of massive cut-back concerning the closing of their Kaposvár plant affecting 195 employees.“</i> <i>(news article: http://sommel.hu/kozelet/gazdasag/070909coats/)</i></p>
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In this context public authorities aim to protect domestic jobs and industries against external threats, mainly by having taxes and tariffs against foreign goods, protecting strategic industries from foreign acquisition and stimulating establishment of foreign enterprises through subsidies and other advantages.

Arguments for the protection of domestic jobs and industries:

- It is the only way to deal with unfair competition from low-wage developing countries and to maintain communities' way of life and traditional industries.
- Keeping strategic industries in our hands is essential to preserve governments' control over the economy.

Arguments against the protection of domestic jobs and industries:

- Protectionism is not sustainable in the long term as it leads to investment in obsolete industries, less competitiveness and less innovation.
- Limitation of free trade leads to inefficient functioning of the companies and production of more expensive and less innovative products and services.

Flexibility of the labor market

Geographical mobility – individual flexibility

Flexibility of the labor market is highly influenced by the geographical mobility of the workers. More jobs are available in bigger cities and thus they are attracting workers from the towns in their catchment area which creates daily mobility. On the other hand, in less developed areas bad infrastructural conditions are making travelling to reach workplaces more difficult. In less developed areas very low real estate prices are making moving more difficult. Emigration of workers from Hungary is lower than immigration of workers to Hungary. Emigration to other EU countries is also lower than in the case of other new EU member states.

Some argue that geographical mobility of work is advantageous as it fosters adjustment of the supply and demand on the labor market. People move to places where they can find a job. In more developed countries with strong economy the geographical mobility of workers is high. The direction of mobility depends on the demand of the labor market. One of the natural and inevitable elements of globalisation is the movement of workers.

However, others argue that conditions of mobility are not given: transport infrastructure is underdeveloped, employers are not assuming the costs of travelling, big differences in real estate prices, lack of special skills (e.g. language skills), and difficulties for people to adapt to different cultural traditions. Mobility has high costs for the people are the disintegration of human relations/ community in the family, at the workplace and neighbourhood which affect the individual's psychological needs for security, stability and being part of a community.

Illegal work – flexibility of the system

In case the labor market is over-regulated and hiring and firing is too expensive, or the wage and social contribution costs of employment are too high whilst there is a lack of control, illegal (black or grey) employment might appear. Taxes and social contributions connected to the work remain illegally unpaid both from employer's and employee's sides. At the same time there are several interpretation about why illegal work is good or bad.

Why is illegal work good?

- Illegal work is also contributing to the development of national economy. Produces products and services that otherwise couldn't be produced due to high level of costs of employment (taxes and social contributions).
- Those who are only able to work illegally are at least not increasing the number of people living from public aid as they still have some kind of income.

Why illegal work is not good?

- Government is deprived of income and thus can't take fully in charge all its social duties.
- People living from illegal income are living off the rest of the society as they are using public services as infrastructure, education, social and health services which they haven't paid for by sparing taxes.
- Companies that use illegal work are getting to undue advantages in the competition on the market. By sparing taxes they are able to keep their prices low which contributes to the crash of companies using legal work.
- Places the employee in an insecure situation as legal protection does not apply – hiring and firing is free, holidays not guaranteed, work hours not regulated.

Role of Employment Policy on the Labor Market

Different Measures of employment policy

The employment policy is the regulating activity of the government concerning the labor market. The employment policy has active and passive measures. The active measures are the methods which help to integrate the unemployed people to the labor market again, while the passive measures ensure benefits to the people while they are unemployed.

Active measures of employment policy

According to the labor act, the following active instruments are available for the government to help to achieve the goals of its employment policy:

Labor market services. The state institutions for employment can facilitate finding suitable workplace or work power and to maintain jobs by providing certain services. The types of the services include giving information on the labor market and employment, consulting in job and career search, rehabilitation, local (regional) employment consultation, and headhunting.

Why is it good?	Why is it bad?
It collects the information about the supply and the demand; this way it is known what kinds of professions are needed on the labor market. It is the most efficient instrument in advising career choices, training and re-training plans. By this it can be achieved that the working places and the employees meet and the trainings fits the market needs.	It does not give a proper picture about the free workplaces because employees do not report about them. The authority and the service scope are mixed. Concerning the service the private head hunter companies are better, because the employees registered there are truly motivated to work, while the registered unemployed at the state institutions may just act like they wanted to work to get the allowances. Therefore the employers rather contact the private head hunter companies.

Training support. It helps employment. The form of the support can include financing trainings totally or partially, wage related support (during the training the missing amount is compensated by the Labor Centre) or allowance. In 2006, in the County of Somogy, 21% of the people included in the use of active instruments took part in some kind of training, 44% of them could get employed afterwards (the data concerns the South Transdanubian Region).

Why is it good?	Why is it bad?
One can only adapt to the changing market conditions with life-long learning. The training and re-training helps employees to develop their obsolete knowledge, to turn it to knowledge demanded by the economy. As long as a working opportunity does not appear, the unemployed person can spend the time with something useful. The training increases the chances of keeping a workplace and to find a new one.	Some training is useless, it is only good for spending the time, and the things learnt there can not be utilized. The people who are really interested participate in training anyways, the state do not have to pay for that. Those people chose these trainings that are not really motivated about or able to learn. Training does not serving re-employment properly; instead they serve the interests of training service companies.

Wage- and contribution-type subsidies. These supports serve the job creation and the maintenance of the working places. The employer is entitled to receive it in the case of employing underprivileged people for a given time. Underprivileged are those, who are career starters, older people, the least educated persons, handicapped, permanently unemployed, nursing child/

children alone, returning from child care allowance/benefit, returning from imprisonment or whose working place is endangered. In 2006 in the County of Somogy 26% of the people utilizing active instruments received wage related support, 62% of them could get employed afterwards (the data concerns the South Transdanubian Region).

Why is it good?	Why is it bad?
It helps underprivileged people to get employed. Increases the security of the working places during temporary difficulties of the companies.	It is not obligatory to continue the employment, as the supported period expires, the employee can get unemployed again, so it does not really create working places. The companies can abuse this opportunity easily. It can happen that people employed with this support would be employed anyway.

Support for communal work. This is the most popular active instrument. The support is received by the institution employing people for public work for a given period (for example local governments) it can not be received by a profit orientated company. In 2006 in the County of Somogy people employed in public work made up the 30 % of the people participating in active instrument programs.

Why is it good?	Why is it bad?
This allows the local governments to take on tasks for which it would not have enough money otherwise. The public work reaches its most important goal: helps to employ those unemployed people who would not have other opportunity for employment.	Public work barely helps to increase the durable employment. Almost a third of the people included in public work move back and forth between the passive and the active instruments (regular social allowance and activities leading back to the labor market). The increasing number of the activities which can be done by public work and the loose conditions for the tenders lead to misuse. The local governments can ensure their obligatory services and not public utility tasks with it. The local governments are not motivated and prepared to organize public work that includes rehabilitation. Neither the checking nor the financing encourages the improvement of the employment chances of the people included in the program.

Support for self-employment. Supporting that job-seeking person, who is not an employee, but active, including the people who have become entrepreneurs or joined other entrepreneurs. In 2006 in the County of Somogy this support was received by 3% of the people who were subjects of active instruments.

Why is it good?	Why is it bad?
The beginner entrepreneur does not live from state allowances any longer but pays tax and social security himself.	It increases the number of unviable companies on state money.

Job creation and the support of the job creating/job preserving investments. This support can be gained through tenders for job creation and job maintenance, for helping with restructuring and modernizing employee composition. In 2006 in the County of Somogy 12% of the people receiving active instruments were affected by these investments.

Why is it good?	Why is it bad?
The investment creates workplaces, even if only temporarily. A successful investment can initiate further investments.	The investments supported this way are uneconomic on long term. The support is enough for the start but the maintenance is not assured.

Passive measures of employment policy

According to the labor act, the following passive instruments are available for the government to help to achieve the goals of its employment policy.

Job search allowance. The job search allowance can be received by those, who are not entitled for pension or health care benefit and are entitled to get the allowance based on former employment, can not find a job and the labor center can not offer a job either. It can be received for a maximum 270 days.

Job search benefit. Those are entitled to receive it for 90 days who are not entitled to get the job search allowance any longer.

Entrepreneur allowance. This can be received by those unemployed people who were entrepreneurs earlier, they have started looking for a job, want to get employed but the labor center could not offer suitable jobs to them. This can be received for maximum 270 days.

Regular social allowance. The only benefit for those unemployed people who are not entitled to allowances any longer. About 150 thousand people receive it yearly in Hungary. In 2005 the average per person per month was 16991 HUF.

Why are the passive labor market instruments good?	Why are the passive labor market instruments bad?
Temporary or enduring income loss caused by unemployment has to be compensated to the level that the costs of living are ensured to a reasonable level. The risk of unemployment is not equal for everybody in the society, but the social solidarity demands that the expenses are divided among everybody.	The unemployment or job search allowance creates inactivity and dependence in a lot of cases. The personal initiatives are decreased, the opportunities are not recognized, the unemployed only waits for the allowance. It enforces laziness.

European Union and the Employment Policy

Employment policy of the EU

Employment policy in the European Union remains primarily a competence area of the member states. It appeared as a common policy relatively late as the founders thought in 1957 that the economic development generated by the European Economic Community would automatically lead to full employment. According to this approach, the supports provided by the **European Social Fund** were enough. Nevertheless, since the early 1990's, unemployment and exclusion became an acute problem all over Europe. In order to handle the problem a common employment strategy has been set up with a new way of coordination. The **open method of coordination** is a mechanism lacking any kind of up-to-down regulation, instead it is based on a mutual learning process restarting each year. It aims to achieve its goals by reconciling goals of other policies (economic policy, education policy, tax policy, regional policy).

Useful facts:
 Hungary accessed the European Union the 31th of May 2004 together with 7 other states from Central-Eastern Europe, Malta and Cyprus. With these states the EU became a union with 25 members, but was further enlarged with the accession of Romania and Bulgaria in 2007. Today the European Union has 27 member states.
 In 2000 the **Lisbon Strategy** set the goal to the EU to become the most competitive and dynamic knowledge-based economy in the world.

The employment policy of the EU became important with the **Lisbon Strategy** which set the goal of achieving a **70% employment rate within the EU** by 2010 – a 50% employment rate amongst women and 60% amongst older people (55-64-year old).

The aim of the **European Employment Strategy** is to make economic development imply job creation – thus, the goal is to increase employability, to create an enterprise-friendly environment, to improve adaptability of both enterprises and workers, and gender equality. The main elements of Hungarian employment strategy are defined according to the goals set by the EU:

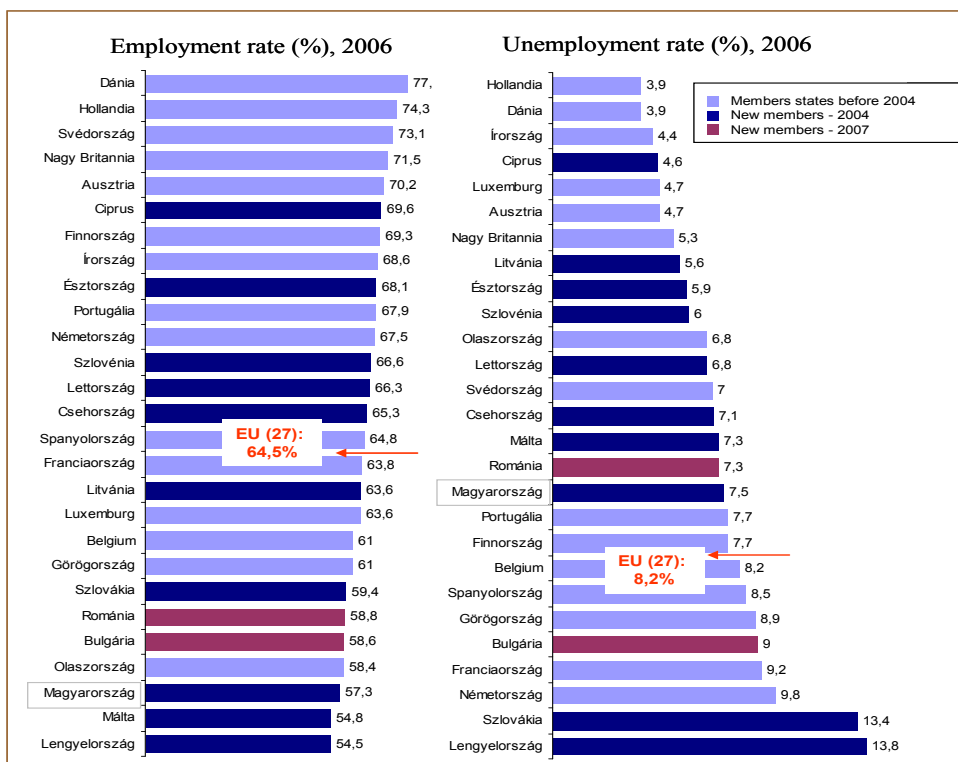
1. Strengthen the role of active measures of employment policy
2. Support the employment of underprivileged people
3. Support of lifelong learning
4. Improvement of education quality, effectiveness and efficiency.

Useful facts:

*A fact that distinguished the **Hungarian labor market** compared to that in other European countries is that the major problem is not the level of unemployment but the **low level of economic activity** – the level of participation on the labor market (a high proportion of people are not working, nor officially unemployed either).*

*In Hungary, **fewer older persons are working** than in other European countries. The reasons could be due to the early age for retirement and the bad health condition of older people.*

Some argue that the current coordination approach of the European Union employment policy works because it relies on a form of pressure, which ensures that no member state wants to be seen as performing badly whilst member states remain free to decide how to implement European guidelines and to set up policies adapted to their own needs. However, others argue that this approach does not work, because there are no sanctions for laggards.



Graph: Employment and unemployment in EU countries

EU funds provided for Kaposvár and its area

The EU provides its financial support through the Structural Funds. In the period of 2004-2007 7.6 billion HUF was provided by the EU for Kaposvár and its area which amounts to a total of 13 billion HUF aid including the co-financing 41% of the aid consisted of human resource development with 27 projects. Shares of the financial supports in different fields are as follows:

Development of human resources	40,8%
Agricultural development	35,8%
Economic competitiveness	13,5%
Regional development	5,8%
Environment protection and infrastructure	4,1%

(source: NFÜ)

Useful facts:

The European Union disposes about 1% of the GNI of the member states. The 2008 budget amounts to 129.1 billion Euros.

45% of the 2008 budget will be dedicated to economic growth and greater cohesion, and 6,6% for improvement of regional competitiveness and employment. Another important item in the budget is agricultural expenses (32%).

More money will be dedicated to growth and job creation within the 2008 budget than before.

Different approaches to the EU role to be played in job creation, employment policy

There is a constant discussion within the European Union whether EU role should be strengthened or whether solving problems should be left to the member states by strengthening their independence. This way, some would strengthen the competences of the EU with regard to the employment policy and others would welcome more independence for the member states.

Arguments for strengthening EU role on labor market

- Common job policy encourages the harmonisation of work conditions, workers' mobility across countries, and solidarity to face world competition.

Arguments against strengthening EU role on labor market

- Member states cannot agree on a common approach as welfare state traditions and economic structures are too different.
- It will reinforce Brussels bureaucracy and reduce governments' ability to pursue the policies they think best.

FURTHER INFORMATION

This document was prepared by the Institute of Sociology and Social Policy at Corvinus University of Budapest in spring 2008. The sources used are as follows:

About Kaposvár and its area:	VÁTI Magyar Regionális Fejlesztési és Urbanisztikai Közhasznú Társaság >> http://www.vati.hu
About the labor market and labor market policy:	Állami Foglalkoztatási Szolgálat >> http://www.afsz.hu MTA Közgazdaságtudományi Intézet >> http://econ.core.hu/
Statistical facts:	Központi Statisztikai Hivatal >> http://www.ksh.hu
About the activities of the European Union :	Foglalkoztatási és szociális ügyek >> http://europa.eu/pol/socio/index_bu.htm
About the Deliberative Polling®:	Center for Deliberative Democracy >> http://cdd.stanford.edu/ Magyar Agora 2005 >> http://www.magyaragora.org Tomorrow's Europe – The first EU-level Deliberative Poll >> http://www.tomorrowseurope.eu
The research is coordinated by Professor György Lengyel at the Institute of Sociology and Social Policy of the Corvinus University of Budapest. The Institute has a long standing research background in Kaposvár and its area and has conducted research projects in several themes in the past	>> http://www.etk.uni-corvinus.hu
This research is part of the IntUne project which deals with different aspects of European integration, its objectives being to increase citizen's participation and to mobilise public opinion.	>> http://www.intune.it/
Deliberative Polling®, developed by Professor James S. Fishkin and Robert C. Luskin in 1988 is a technique which combines traditional random sampling public opinion polls with deliberation in small group discussions.	>> http://cdd.stanford.edu/
Locations for the deliberative weekend are provided by Kaposvár University.	>> http://www.u-Kaposvár.hu
The survey in Kaposvár and its area was carried out by TNS Hungary.	>> http://www.tns.hu

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The original document is the Hungarian version of this briefing material.

APPENDIX 3. TABLES
 (COMPILED BY ALICE SIU)

Table: Socio-demographic Representativeness

Variable	Entire Sample	Participants	Non-Participants	χ^2 (or t)	p-value
Age (in years)	(N=1,514)	(N=108)	(N=1,406)		
	50.8	53.2	50.6	1.502	.133
Gender	(N=1,514)	(N=108)	(N=1,406)	1.078	.161
Male	43.2	48.2	42.8		
Marital Status	(N=1,514)	(N=108)	(N=1,406)		
Single	28.5%	23.1%	28.9%	1.654	.198
Married	60.6%	57.4%	60.8%	0.486	.486
Divorced	10.9%	19.4%	10.2%	8.747	.003
Education level	(N=1,514)	(N=108)	(N=1,406)		
did not attend school	0.4%	0.0%	0.3%	3.976	.859
less than 8 yrs primary school	5.4%	2.8%	5.6%		
8 yrs primary school	21.4%	20.4%	21.5%		
industrial/trade school	28.5%	31.5%	28.2%		
industrial/trade school + high school diploma	4.8%	2.8%	4.9%		
vocational secondary school, secondary engineering school graduation	16.5%	15.7%	16.6%		
high school diploma	10.7%	13.0%	10.5%		
college diploma	9.0%	10.2%	9.0%		
university diploma	3.4%	3.7%	3.4%		
Are you at present ...?	(N=1,513)	(N=108)	(N=1,405)		
employee	34.0%	25.0%	34.7%	4.232	.040
entrepreneur, work in your own business	4.8%	1.9%	5.1%	2.239	.135
doing casual work	0.8%	0.9%	0.8%	.026	.872
unemployed	9.8%	18.5%	9.2%	9.848	.002
pensioner	40.1%	48.1%	39.5%	3.121	.077
on maternity leave	5.3%	3.7%	5.4%	.583	.445
student	3.8%	1.9%	3.9%	1.177	.278
other	1.3%	0.0%	1.4%	1.558	.212
Would like to engage to work (if unemployed)	(N=148)	(N=20)	(N=128)		
	4.7%	0.0%	5.5%	1.148	.284
Unemployed during the last 10 yrs	(N=1,359)	(N=88)	(N=1,271)		
	20.0%	31.8%	19.2%	8.189	.004
If unemployed/former unemployed					
have been registered in job center	(N=421)	(N=48)	(N=373)		
	81.2%	95.8%	79.4%	7.574	.006

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got unemployment benefit/job seekers' aid/allowance	(N=420)	(N=48)	(N=372)		
	73.1%	85.4%	71.5%	4.184	.041
took part in retraining course, communal work or any other program organized by job center	(N=418)	(N=48)	(N=370)		
	23.0%	39.6%	20.8%	8.463	.004
got regular social aid	(N=421)	(N=48)	(N=373)		
	39.2%	58.3%	36.7%	8.329	.004
<hr/>					
What is/was your latest occupation?	(N=1,485)	(N=108)	(N=1,377)		
medium and large entrepreneur	0.7%	0.9%	0.7%	0.111	.739
freelance, professional with degree	0.5%	0.0%	0.6%	0.631	.427
self-employed	4.9%	6.5%	4.8%	0.611	.434
farmer, employer in agriculture	0.4%	0.0%	0.4%	0.472	.492
top manager	1.2%	0.0%	1.3%	1.429	.232
medium manager	6.1%	6.5%	6.0%	0.036	.849
low level manager, foreman	4.0%	5.6%	3.8%	0.765	.382
white collar with degree	12.8%	11.1%	12.9%	0.296	.586
office worker without degree (shop assistant, commerce)	10.0%	13.0%	9.8%	1.107	.293
skilled worker	26.7%	28.7%	26.6%	0.231	.631
semiskilled or unskilled worker	22.6%	22.2%	22.6%	0.008	.931
manual worker in agriculture	3.6%	2.8%	3.6%	0.212	.645
did not have a former job	6.5%	2.8%	6.8%	2.689	.101
<hr/>					
How many people do work at your company?	(N=572)	(N=30)	(N=542)		
10 or less	34.8%	26.7%	35.2%	3.588	.465
between 11 and 24	21.0%	33.3%	20.3%		
between 25 and 100	24.7%	26.7%	24.5%		
between 101 and 500	10.0%	6.7%	10.1%		
more than 500	9.6%	6.7%	9.8%		
<hr/>					
Your workplace ...	(N=584)	(N=30)	(N=554)		
is entirely privately owned	64.0%	46.7%	65.0%	4.146	.042
is state/municipal property	27.6%	40.0%	26.9%	2.448	.118
partly private, partly state property or	5.5%	6.7%	5.4%	0.086	.769
cooperative property	1.0%	0.0%	1.1%	0.328	.567
others	1.9%	6.7%	1.6%	3.915	.048
<hr/>					
Your workplace ...	(N=579)	(N=30)	(N=549)		
is entirely in Hungarian property	86.7%	86.7%	86.7%	0.000	.995
only partly or	6.7%	6.7%	6.7%	0.000	.988
there is no Hungarian part in it, it is entirely foreign property	6.6%	6.7%	6.6%	0.001	.981
	(N=1,514)	(N=108)	(N=1,142)		
Kaposvar	66.6%	76.9%	65.9%	2.337	.000

Table: Attitudinal Representativeness

Question	Representativeness Analysis			
	Non-Participants (N=1412)	Participants (N=108)	t (or χ^2)	p-value (two-tailed)
Q1. Some people think that certain industries should be protected against foreign competition as much as possible, at point 1. Other people think that market should be made as open as possible, at point 7. (0=protected)	0.54	0.49	-0.33	.746
Q2_1: Favor /Oppose: Keeping strategic industries in national hands. (0=oppose)	0.75	0.77	0.98	.328
Q2_2: Favor /Oppose: Increasing taxes on imported products. (0=oppose)	0.62	0.62	0.01	.990
Q2_3: Favor /Oppose: Investing in new technologies (0=oppose)	0.82	0.85	1.47	.144
Q2_4: Favor /Oppose: Encouraging foreign investment (0=oppose)	0.58	0.55	-0.87	.387
Q3: Some people think that most Hungarian enterprises should be state owned, at point 1. Other people think that most Hungarian enterprises should be privately owned, at point 7. (0=state owned)	0.38	0.36	-0.65	.519
Q4: How much would you say that foreign economic investment helps or hurts Hungarian economic development? (0=Hurt a lot)	0.55	0.59	1.12	.241
Q5. Some people think that governments should let employers hire and fire as they see fit, at point 1. Other people think that governments should make it very difficult for employers to fire people, at point 7. (0=as employers see fit)	0.78	0.81	0.71	.476
Q6. How much would you say that giving employers more freedom in hiring and firing would increase or decrease economic growth? (0=decrease it a lot)	0.40	0.32	-2.80	.006
Q7. How much would giving employers more freedom in hiring and firing increase or decrease the number of jobs? (0=decrease it a lot)	0.43	0.37	-2.4	.019
Q8. How much would increasing job security increase or decrease workers' interest in acquiring more skills? (0=decrease it a lot)	0.76	0.76	-0.13	.901
Q9. Some people think that finding a job is one's own responsibility, at point 1. Other people think that providing jobs for all citizens is the government's responsibility, at point 7. (0=one's own responsibility)	0.51	0.55	1.12	.241
Q10_1: Not true/True (0-10 scale) - Reasons of becoming unemployed: doesn't have proper skills. (0=not true)	0.51	0.53	0.79	.433
Q10_2: Not true/True (0-10 scale) - Reasons of becoming unemployed: wouldn't like to work. (0=not true)	0.54	0.55	0.25	.805
Q10_3: Not true/True (0-10 scale) - Reasons of becoming unemployed: live in deprived settlements. (0=not true)	0.63	0.64	0.29	.773
Q10_4: Not true/True (0-10 scale) - Reasons of becoming unemployed: are living with mental or physical disabilities. (0=not true)	0.50	0.54	1.10	.284
Q10_5: Not true/True (0-10 scale) - Reasons of becoming unemployed: doesn't help themselves but expect everything from the society. (0=not true)	0.59	0.57	-0.57	.569
Q10_6: Not true/True (0-10 scale) - Reasons of becoming unemployed: worked in sectors in crisis. (0=not true)	0.58	0.58	0.02	.981
Q10_7: Not true/True (0-10 scale) - Reasons of becoming unemployed: are irresponsible. (0=not true)	0.54	0.54	-0.21	.833
Q10_8: Not true/True (0-10 scale) - Reasons of becoming unemployed: whose parents were unemployed. (0=not true)	0.31	0.32	0.38	.708
Q10_9: Not true/True (0-10 scale) - Reasons of becoming unemployed: are coming from poor families. (0=not true)	0.34	0.40	1.78	.078
Q11_1: Low/High Priority (0-10 scale) - Creating new jobs: Improving infrastructure in the area. (0=low priority)	0.88	0.95	3.91	.000
Q11_2: Low/High Priority (0-10 scale) - Creating new jobs: Programs to improve education and training in the area. (0=low priority)	0.87	0.91	2.31	.023

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Q11_3: Low/High Priority (0-10 scale) - Creating new jobs: Attracting new enterprises to the area and supporting exiting businesses in the area. (0=low priority)	0.89	0.91	0.96	.338
Q11_4: Low/High Priority (0-10 scale) - Creating new jobs: Supporting atypical forms of employment . (0=low priority)	0.82	0.86	1.64	.103
Q11_5: Low/High Priority (0-10 scale) - Creating new jobs: Cooperation between local government, the business sector, and the civil society. (0=low priority)	0.86	0.88	1.38	.171
Q12_1: Favor/Oppose: Ways of dealing with unemployment - Labor market services (0=oppose)	0.77	0.82	2.18	.031
Q12_2: Favor/Oppose: Ways of dealing with unemployment - Training support (0=oppose)	0.85	0.90	3.08	.003
Q12_3: Favor/Oppose: Ways of dealing with unemployment - Wage and contribution type subsidies (0=oppose)	0.81	0.82	0.71	.482
Q12_4: Favor/Oppose: Ways of dealing with unemployment - Communal work (0=oppose)	0.80	0.85	2.32	.022
Q12_5: Favor/Oppose: Ways of dealing with unemployment - Support of self-employment (0=oppose)	0.77	0.87	4.44	.000
Q12_6: Favor/Oppose: Ways of dealing with unemployment - Job search allowance and benefit (0=oppose)	0.67	0.70	1.00	.317
Q12_7: Favor/Oppose: Ways of dealing with unemployment - Regular social aid (0=oppose)	0.56	0.57	0.42	.673
Q13. Some people think that allowances, aids and benefits should be paid only to those who work for them, at point 1. Other people think that people who can't work due to vis maiors should also be taken care of, at point 7. (0=only those who work for them)	0.55	0.65	2.59	.011
Q14. Some people think the government should prevent all illegal work on which taxes are not paid, at point 1. Other people think that the government should not do anything against illegal work, at point 7. (0=prevent illegal work)	0.30	0.23	-2.07	.040
Q15_1: Not True/True (10-pt scale) - Illegal work produces product and services that otherwise couldn't be produced due to high level of costs of employment (taxes and social contributions). (0=not true)	0.51	0.58	1.76	.081
Q15_2: Not True/True (10-pt scale) - Companies that use illegal work are getting to undue advantages in the competition on the market. (0=not true)	0.81	0.87	2.78	.006
Q15_3: Not True/True (10-pt scale) - Illegal work places the employee in an insecure situation as legal protection does not apply. (0=not true)	0.87	0.92	2.56	.012
Q15_4: Not True/True (10-pt scale) - Government is deprived of income and thus can't take fully in charge all its social duties. (0=not true)	0.76	0.88	5.05	.000
Q15_5: Not True/True (10-pt scale) - Those who are only able to work illegally have at least some kind of income to make a living. (0=not true)	0.76	0.74	-0.82	.417
Q16. On a scale of 0 to 10, where 0 is none at all, 10 is complete power, and 5 is exactly in the middle, how much power would you say the government has to prevent unemployment? (0=none at all)	0.57	0.60	0.80	.426
Q17. Some people think that in nowadays' economic situation unemployment can't be totally avoided and we need to accept it, at point 1. Other people think that unemployment should be avoided at any cost, at point 7. (0=can't be avoided)	0.53	0.56	0.87	.388
Q18. How much would you say that unemployment improves or worsens labor discipline? (0=worsen a lot)	0.45	0.38	-2.36	.030
Q19. Some people think the government should decrease taxes even if this means less funding for education, health care and pensions, at point 1. Other people think that the government should spend more on education, health care and pensions even if this means increasing taxes, at point 7. (0=decrease taxes)	0.44	0.39	-1.27	.207
Q20. Some say European unification should be strengthened, at point 0. Others say it already has gone too far., at point 10. (0=unification)	0.52	0.56	0.93	.352

DELIBERATIVE METHODS IN LOCAL SOCIETY RESEARCH

Q21_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say making the European economy more competitive in world markets is for the EU?	0.82	0.78	-1.00	.316
Q21_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say provide better social security for everyone is for the EU?	0.86	0.87	0.52	.605
Q26_1: People feel different degrees of attachment to their town or village, to their region, to their country and to Europe. What about you? Are you very attached, somewhat attached, not very attached or not at all attached to: Your town\ village. (0=not at all)	0.80	0.76	-1.19	.237
Q26_2: Attachment to ... Kaposvar (0=not at all)	0.78	0.73	-1.67	.097
Q26_3: Attachment to ... Somogy county (0=not at all)	0.80	0.76	-1.32	.191
Q26_4: Attachment to ... South Transdanubian region (0=not at all)	0.76	0.72	-1.24	.219
Q26_5: Attachment to ... Hungary (0=not at all)	0.86	0.89	1.48	.141
Q26_6: Attachment to ... Europe (0=not at all)	0.80	0.85	2.35	.021
Q27_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say making the economy more competitive in world markets is for Kaposvár and its area?	0.91	0.92	0.69	.491
Q27_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say increasing job security for everyone is for Kaposvár and its area?	0.94	0.94	-0.03	.977
Q27_3: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say reducing unemployment is for Kaposvár and its area?	0.96	0.96	0.52	.605
Q27_4: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say increasing social security for everyone is for Kaposvár and its area?	0.95	0.93	-0.87	.388
Q28_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say job security is for you personally?	0.94	0.97	2.44	.016
Q28_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say job oppornunities is for you personally?	0.94	0.98	4.75	.000
Q28_3: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say a high income is for you personally?	0.92	0.94	1.57	.119

Table: Knowledge Gains

	Type	T1	T2	T3	T2-T1	P	T3-T2	P	T3-T1	P
Individual Items										
Unemployment rate in Hungary?	N	17.6	13.0	19.4	-4.6	.198	6.5	.071	1.9	.640
Unemployment rate in the EU?	N	22.2	25.9	27.8	3.7	.468	1.9	.657	5.6	.275
Unemployment rate in the Kaposvar area?	N	31.5	35.2	36.1	3.7	.530	0.9	.874	4.6	.448
Which area town has the highest unemployment rate?	T	36.1	51.9	58.3	15.7	.003	6.5	.127	22.2	.000
Which area town has the lowest unemployment rate?	T	47.2	46.3	53.7	-0.9	.870	7.4	.073	6.5	.225
Majority of area employees work in what industry?	T	38.0	36.1	48.2	-1.9	.759	12.0	.002	10.2	.094
What % of Somogy unemployed = long-term?	N	20.4	20.4	25.0	0.0	1.000	4.6	.320	4.6	.426
Which true of eligibility for social aid?	T	30.6	37.0	39.8	6.5	.238	2.8	.592	9.3	.141
% of Somogy unemployed getting regular social aid?	N	23.2	18.5	22.2	-4.6	.356	3.7	.396	-0.9	.867
Means										
All Items		29.6	31.6	36.7	2.0	.347	5.1	.003	7.1	.004
Numerical Items		23.0	22.6	26.1	-0.4	.874	3.5	.084	3.1	.230
Textual Items		38.0	42.8	50.0	4.9	.145	7.2	.004	12.1	.001

Note: T1, T2, and T3 denote the initial, arrival, and post-event surveys, respectively. For question type, T denotes questions with textual response categories, N questions with numerical ones. N = 108.

Table: Policy Attitudes

T1 vs. T2

Question	N	T1	T2	T2-T1	p
Q1. Some people think that certain industries should be protected against foreign competition as much as possible, at point 1. Other people think that market should be made as open as possible, at point 7. (0=protected)	104	0.487	0.656	0.169	0.000
Q2_1: Favor /Oppose: Keeping strategic industries in national hands. (0=oppose)	90	0.772	0.789	0.017	0.596
Q2_2: Favor /Oppose: Increasing taxes on imported products. (0=oppose)	88	0.616	0.574	-0.043	0.389
Q2_3: Favor /Oppose: Investing in new technologies (0=oppose)	99	0.846	0.843	-0.003	0.924
Q2_4: Favor /Oppose: Encouraging foreign investment (0=oppose)	89	0.562	0.629	0.067	0.098
Q3: Some people think that most Hungarian enterprises should be state owned, at point 1. Other people think that most Hungarian enterprises should be privately owned, at point 7. (0=state owned)	102	0.363	0.450	0.087	0.042
Q4: How much would you say that foreign economic investment helps or hurts Hungarian economic development? (0=Hurt a lot)	102	0.581	0.635	0.054	0.086
Q5. Some people think that governments should let employers hire and fire as they see fit, at point 1. Other people think that governments should make it very difficult for employers to fire people, at point 7. (0=as employers see fit)	107	0.809	0.769	-0.039	0.244
Q6. How much would you say that giving employers more freedom in hiring and firing would increase or decrease economic growth? (0=decrease it a lot)	103	0.330	0.393	0.063	0.033
Q7. How much would giving employers more freedom in hiring and firing increase or decrease the number of jobs? (0=decrease it a lot)	104	0.370	0.442	0.072	0.028
Q8. How much would increasing job security increase or decrease workers' interest in acquiring more skills? (0=decrease it a lot)	108	0.764	0.801	0.037	0.131
Q9. Some people think that finding a job is one's own responsibility, at point 1. Other people think that providing jobs for all citizens is the government's responsibility, at point 7. (0=one's own responsibility)	108	0.540	0.511	-0.030	0.510
Q12_1: Favor/Oppose: Ways of dealing with unemployment - Labor market services (0=oppose)	81	0.849	0.787	-0.062	0.024
Q12_2: Favor/Oppose: Ways of dealing with unemployment - Training support (0=oppose)	92	0.894	0.867	-0.027	0.278
Q12_3: Favor/Oppose: Ways of dealing with unemployment - Wage and contribution type subsidies (0=oppose)	89	0.840	0.848	0.008	0.780
Q12_4: Favor/Oppose: Ways of dealing with unemployment - Communal work (0=oppose)	87	0.842	0.750	-0.092	0.007
Q12_5: Favor/Oppose: Ways of dealing with unemployment - Support of self-employment (0=oppose)	78	0.878	0.795	-0.083	0.002
Q12_6: Favor/Oppose: Ways of dealing with unemployment - Job search allowance and benefit (0=oppose)	89	0.691	0.635	-0.056	0.137
Q12_7: Favor/Oppose: Ways of dealing with unemployment - Regular social aid (0=oppose)	87	0.566	0.546	-0.020	0.604
Q13. Some people think that allowances, aids and benefits should be paid only to those who work for them, at point 1. Other people think that people who can't work due to vis maiors should also be taken care of, at point 7. (0=only those who work for them)	106	0.643	0.723	0.080	0.054
Q14. Some people think the government should prevent all illegal work on which taxes are not paid, at point 1. Other people think that the government should not do anything against illegal work, at point 7. (0=prevent illegal work)	102	0.222	0.258	0.036	0.355
Q15_1: Not True/True (10-pt scale) - Illegal work produces product and services that otherwise couldn't be produced due to high level of costs of employment (taxes and social contributions). (0=not true)	93	0.580	0.466	-0.114	0.019
Q15_2: Not True/True (10-pt scale) - Companies that use illegal work are getting to undue advantages in the competition on the market. (0=not true)	102	0.878	0.855	-0.024	0.453

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Q15_3: Not True/True (10-pt scale) - Illegal work places the employee in an insecure situation as legal protection does not apply. (0=not true)	102	0.926	0.900	-0.026	0.331
Q15_4: Not True/True (10-pt scale) - Government is deprived of income and thus can't take fully in charge all its social duties. (0=not true)	104	0.885	0.874	-0.011	0.699
Q15_5: Not True/True (10-pt scale) - Those who are only able to work illegally have at least some kind of income to make a living. (0=not true)	103	0.734	0.801	0.067	0.052
Q16. On a scale of 0 to 10, where 0 is none at all, 10 is complete power, and 5 is exactly in the middle, how much power would you say the government has to prevent unemployment? (0=none at all)	100	0.608	0.593	-0.015	0.675
Q17. Some people think that in nowadays' economic situation unemployment can't be totally avoided and we need to accept it, at point 1. Other people think that unemployment should be avoided at any cost, at point 7. (0=can't be avoided)	108	0.563	0.520	-0.043	0.321
Q18. How much would you say that unemployment improves or worsens labor discipline? (0=worsen a lot)	104	0.382	0.440	0.058	0.072
Q19. Some people think the government should decrease taxes even if this means less funding for education, health care and pensions, at point 1. Other people think that the government should spend more on education, health care and pensions even if this means increasing taxes, at point 7. (0=decrease taxes)	103	0.410	0.529	0.120	0.008
Q21_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say making the European economy more competitive in world markets is for the EU?	92	0.797	0.823	0.026	0.451
Q21_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say provide better social security for everyone is for the EU?	99	0.876	0.891	0.015	0.571

T1 vs. T3

Question	N	T1	T3	T3-T1	p
Q1. Some people think that certain industries should be protected against foreign competition as much as possible, at point 1. Other people think that market should be made as open as possible, at point 7. (0=protected)	102	0.490	0.636	0.145	0.002
Q2_1: Favor /Oppose: Keeping strategic industries in national hands. (0=oppose)	101	0.777	0.765	-0.012	0.692
Q2_2: Favor /Oppose: Increasing taxes on imported products. (0=oppose)	97	0.621	0.665	0.044	0.297
Q2_3: Favor /Oppose: Investing in new technologies (0=oppose)	101	0.861	0.889	0.027	0.193
Q2_4: Favor /Oppose: Encouraging foreign investment (0=oppose)	96	0.576	0.609	0.034	0.347
Q3: Some people think that most Hungarian enterprises should be state owned, at point 1. Other people think that most Hungarian enterprises should be privately owned, at point 7. (0=state owned)	102	0.371	0.372	0.001	0.975
Q4: How much would you say that foreign economic investment helps or hurts Hungarian economic development? (0=Hurt a lot)	95	0.576	0.647	0.071	0.017
Q5. Some people think that governments should let employers hire and fire as they see fit, at point 1. Other people think that governments should make it very difficult for employers to fire people, at point 7. (0=as employers see fit)	106	0.805	0.833	0.028	0.371
Q6. How much would you say that giving employers more freedom in hiring and firing would increase or decrease economic growth? (0=decrease it a lot)	99	0.328	0.399	0.071	0.042
Q7. How much would giving employers more freedom in hiring and firing increase or decrease the number of jobs? (0=decrease it a lot)	103	0.364	0.430	0.066	0.021
Q8. How much would increasing job security increase or decrease workers' interest in acquiring more skills? (0=decrease it a lot)	109	0.766	0.787	0.021	0.483
Q9. Some people think that finding a job is one's own responsibility, at point 1. Other people think that providing jobs for all citizens is the government's responsibility, at point 7. (0=one's own responsibility)	112	0.531	0.381	-0.150	0.000
Q10_1: Not true/True (0-10 scale) - Reasons of becoming unemployed: doesn't have proper skills. (0=not true)	106	0.520	0.652	0.132	0.001
Q10_2: Not true/True (0-10 scale) - Reasons of becoming unemployed: wouldn't like to work. (0=not true)	101	0.577	0.663	0.086	0.035
Q10_3: Not true/True (0-10 scale) - Reasons of becoming unemployed: live in deprived settlements. (0=not true)	107	0.645	0.779	0.134	0.001
Q10_4: Not true/True (0-10 scale) - Reasons of becoming unemployed: are living with mental or physical disabilities. (0=not true)	93	0.545	0.652	0.106	0.025
Q10_5: Not true/True (0-10 scale) - Reasons of becoming unemployed: doesn't help themselves but expect everything from the society. (0=not true)	105	0.588	0.703	0.115	0.004
Q10_6: Not true/True (0-10 scale) - Reasons of becoming unemployed: worked in sectors in crisis. (0=not true)	97	0.575	0.696	0.121	0.002
Q10_7: Not true/True (0-10 scale) - Reasons of becoming unemployed: are irresponsible. (0=not true)	98	0.555	0.643	0.088	0.039
Q10_8: Not true/True (0-10 scale) - Reasons of becoming unemployed: whose parents were unemployed. (0=not true)	93	0.342	0.418	0.076	0.089
Q10_9: Not true/True (0-10 scale) - Reasons of becoming unemployed: are coming from poor families. (0=not true)	97	0.379	0.451	0.071	0.103
Q11_1: Low/High Priority (0-10 scale) - Creating new jobs: Improving infrastructure in the area. (0=low priority)	104	0.948	0.933	-0.015	0.480
Q11_2: Low/High Priority (0-10 scale) - Creating new jobs: Programs to improve education and training in the area. (0=low priority)	101	0.91	0.947	0.037	0.122
Q11_3: Low/High Priority (0-10 scale) - Creating new jobs: Attracting new enterprises to the area and supporting exiting businesses in the area. (0=low priority)	105	0.910	0.921	0.011	0.630
Q11_4: Low/High Priority (0-10 scale) - Creating new jobs: Supporting atypical forms of employment. (0=low priority)	99	0.861	0.819	-0.041	0.159

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Q11_5: Low/High Priority (0-10 scale) - Creating new jobs: Cooperation between local government, the business sector, and the civil society. (0=low priority)	104	0.890	0.913	0.023	0.407
Q12_1: Favor/Oppose: Ways of dealing with unemployment - Labor market services (0=oppose)	95	0.829	0.795	-0.034	0.223
Q12_2: Favor/Oppose: Ways of dealing with unemployment - Training support (0=oppose)	102	0.900	0.890	-0.010	0.614
Q12_3: Favor/Oppose: Ways of dealing with unemployment - Wage and contribution type subsidies (0=oppose)	100	0.823	0.818	-0.005	0.866
Q12_4: Favor/Oppose: Ways of dealing with unemployment - Communal work (0=oppose)	102	0.848	0.733	-0.115	0.000
Q12_5: Favor/Oppose: Ways of dealing with unemployment - Support of self-employment (0=oppose)	99	0.876	0.778	-0.098	0.000
Q12_6: Favor/Oppose: Ways of dealing with unemployment - Job search allowance and benefit (0=oppose)	100	0.693	0.730	0.038	0.262
Q12_7: Favor/Oppose: Ways of dealing with unemployment - Regular social aid (0=oppose)	102	0.566	0.642	0.076	0.026
Q13. Some people think that allowances, aids and benefits should be paid only to those who work for them, at point 1. Other people think that people who can't work due to vis maiores should also be taken care of, at point 7. (0=only those who work for them)	111	0.644	0.797	0.153	0.000
Q14. Some people think the government should prevent all illegal work on which taxes are not paid, at point 1. Other people think that the government should not do anything against illegal work, at point 7. (0=prevent illegal work)	107	0.234	0.265	0.031	0.419
Q15_1: Not True/True (10-pt scale) - Illegal work produces product and services that otherwise couldn't be produced due to high level of costs of employment (taxes and social contributions). (0=not true)	95	0.556	0.520	-0.036	0.385
Q15_2: Not True/True (10-pt scale) - Companies that use illegal work are getting to undue advantages in the competition on the market. (0=not true)	102	0.887	0.906	0.019	0.532
Q15_3: Not True/True (10-pt scale) - Illegal work places the employee in an insecure situation as legal protection does not apply. (0=not true)	101	0.920	0.908	-0.012	0.693
Q15_4: Not True/True (10-pt scale) - Government is deprived of income and thus can't take fully in charge all its social duties. (0=not true)	104	0.886	0.903	0.017	0.508
Q15_5: Not True/True (10-pt scale) - Those who are only able to work illegally have at least some kind of income to make a living. (0=not true)	102	0.731	0.775	0.043	0.175
Q16. On a scale of 0 to 10, where 0 is none at all, 10 is complete power, and 5 is exactly in the middle, how much power would you say the government has to prevent unemployment? (0=none at all)	100	0.612	0.613	0.001	0.977
Q17. Some people think that in nowadays' economic situation unemployment can't be totally avoided and we need to accept it, at point 1. Other people think that unemployment should be avoided at any cost, at point 7. (0=can't be avoided)	112	0.551	0.417	-0.134	0.008
Q18. How much would you say that unemployment improves or worsens labor discipline? (0=worsen a lot)	96	0.383	0.432	0.049	0.157
Q19. Some people think the government should decrease taxes even if this means less funding for education, health care and pensions, at point 1. Other people think that the government should spend more on education, health care and pensions even if this means increasing taxes, at point 7. (0=decrease taxes)	101	0.413	0.521	0.109	0.020
Q20. Some say European unification should be strengthened, at point 0. Others say it already has gone too far., at point 10. (0=unification)	88	0.538	0.645	0.108	0.009
Q21_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say making the European economy more competitive in world markets is for the EU?	94	0.778	0.894	0.116	0.000
Q21_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say provide better social security for everyone is for the EU?	105	0.874	0.926	0.051	0.058
Q26_1. People feel different degrees of attachment to their town or village, to their region, to their country and to Europe. What about you? Are you very attached, somewhat attached, not very attached or not at all attached to: Your town/ village. (0=not at all)	107	0.757	0.770	0.013	0.615

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Q26_2: Attachment to ... Kaposvar (0=not at all)	97	0.701	0.712	0.011	0.698
Q26_3: Attachment to ... Somogy county (0=not at all)	98	0.746	0.749	0.003	0.899
Q26_4: Attachment to ... South Transdanubian region (0=not at all)	93	0.717	0.692	-0.025	0.422
Q26_5: Attachment to ... Hungary (0=not at all)	97	0.884	0.884	0.000	1.000
Q26_6: Attachment to ... Europe (0=not at all)	88	0.857	0.804	-0.053	0.071
Q27_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say making the economy more competitive in world markets is for Kaposvár and its area?	104	0.914	0.898	-0.016	0.528
Q27_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say increasing job security for everyone is for Kaposvár and its area?	111	0.945	0.949	0.004	0.844
Q27_3: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say reducing unemployment is for Kaposvár and its area?	104	0.956	0.976	0.020	0.225
Q27_4: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say increasing social security for everyone is for Kaposvár and its area?	102	0.933	0.945	0.012	0.498
Q28_1: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say job security is for you personally?	105	0.976	0.972	-0.004	0.739
Q28_2: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say job opportunities is for you personally?	104	0.987	0.973	-0.013	0.261
Q28_3: On a 0 to 10 scale, where 0 is not important at all, 10 is extremely important, how important would you say a high income is for you personally?	101	0.939	0.913	-0.026	0.179

APPENDIX 4.
LIST OF ORGANIZERS, MODERATORS AND EXPERTS
 (COMPILED BY ÉVA VÉPY-SCHLEMMER)

<i>Organizers</i>	<i>Moderators</i>	<i>Experts</i>
Edina Dóci	Eszter Babarczy	Judit Adler
Borbála Göncz	Eszter Bakonyi	Péter Bertalan
Krisztina Jáger	Eszter Berényi	Ágnes Hárs
György Lengyel	Anikó Bernát	Pál Juhász
Bence Tordai	Viktor Borbély	István Vilmos Kovács
Lilla Tóth	Ágnes Dénes	György Mártonfi
Éva Vépy-Schlemmer	Zita Herman	György Nagy
Lilla Vicsek	Zsófia Ignác	Gyula Nagy
	Gábor Király	János Szabó
	Melinda Kovai	Piroska Tarrné Törzsök
	Csaba Kucsera	Gábor Tóth
	Réka Mán-Várhegyi	József Varga
	Boglárka Mittich	Zoltán Weisz
	Zsuzsanna Molnár	
	Eszter Neumann	
	Márton Oblath	
	Julianna Papp	
	Ivett Szalma	
	Erzsébet Takács	
	Réka Várnagy	