

# Enterprise

## Case Study: Preparation for the Implementation of Community Initiative EQUAL 2004-2006 (Hungary)

### Background

The objective of the European Union's EQUAL Community Initiative is to create trans-national co-operation to find new ways of combating discrimination and all types of inequalities in the labour market. EQUAL seeks to find new ways to improve the current practice of training and employment and make job opportunities accessible equally to all. Specific themes include:

- Facilitating access or return to the labour market for those who have disadvantages in terms of the labour market;
- Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market;
- Reducing gender gaps and supporting job desegregation;
- Supporting the social and vocational integration of asylum seekers.

This project addressed institutional development, capacity building and training issues of the major EQUAL stakeholders in Hungary, developed supporting operational strategies and worked to put in place and strengthened existing systems which improved the communication and sharing of information between public administration bodies and EQUAL programme beneficiaries.

### Project Information

Donor: EC Phare  
Value: € 956,000  
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### Initial Situation

Following Accession to the European Union, the Government of Hungary became eligible to receive support from Structural and Cohesion Funds. One of the programmes receiving allocations from these Funds was the EQUAL Community Initiative.

### Key Customer Requirement

In order that the Government of Hungary was able to use the funds allocated to the EQUAL programme and to manage them in the ways required by the European Union, it identified a need for institutional capacity building and development in the EQUAL Managing Authority (part of the Ministry of Employment and Labour) and the National Support Structure Office.

### Our Response

The "Preparation for the Implementation of EQUAL 2004-2006 (Hungary)" project's overall objective was to prepare the Hungarian administrative system for the introduction of the EQUAL Community Initiative through:

- the provision of advice and support in setting up the EQUAL Managing Authority;
- the development of the EQUAL management and monitoring structure;
- the development EQUAL National Support Structure;
- the provision of assistance to the EQUAL Managing Authority in the call for applications; and
- the establishment of complementary workflow schemes, procedures and skills for both the EQUAL Managing Authority and National Support Structure.

### Improvements Achieved

The project worked with a wide cross section of stakeholders – i.e. the Ministry of Employment and Labour, the National Support Structure, the Hungarian State Treasury and the Office for National Development Plan and EU Support - to prepare the Hungarian administrative system for the successful participation in European Union's EQUAL Community Initiative.

In order to realise the objectives of this multi-faceted project, we facilitated:

- the elaboration of an institutional development and capacity building strategy;
- the elaboration of a two-year work programme for realising the institutional development and in preparation for the implementation by the Managing Authority [MA] and the National Support Structure [NSS] Office;
- the development and implementation of a training plan for the staff of the future Hungarian EQUAL MA and the NSS Office;
- the development of an EQUAL mainstreaming strategy;
- the design of a visual identity for the EQUAL programme in Hungary;
- the development of an information dissemination strategy for EQUAL for 2004-2006 with a special view to inter-sectoral co-operation;
- the development of practical guidelines for financing trans-national co-operations, the interpretation of the financial accounting systems, the use of IT systems to facilitate sharing of data;
- the development of an IT system to support the future Hungarian EQUAL MA and the NSS Office in the sharing of information; and
- the development of guidelines to the systematic analysis of local pilot projects.

### Conclusions / Summary

As a result of the project, the administrative system supporting implementation of the EQUAL Community Initiative was successfully established. Consequently, the EQUAL Managing Authority and National Support Structure have been able to effectively support 38 Development Partnerships in their implementation of EQUAL-funded projects.