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POSSIBILITIES AND EFFECTS OF LABOR MARKET INTEGRATION IN THE CASE
OF DEPRIVATED GROUPS -
INVESTIGATION OF EFFICIENCY OF SPECIAL EMPLOYMENT PROGRAMS

Doctoral (Ph.D.) thesis

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INTRODUCTION

The thesis aims to present a complex investigation among jobseekers who cannot be included in employment due to their altered workability, from the beginning of inclusion in the special employment program, through changes in behavior, beyond the factors resulting in the improvement of the quality of life, and its complex effect.

Examining the topic is extremely important from both a social and an economic point of view. The integration of jobseekers into society not only increases their individual mental and financial well-being but also has positive effects from a macroeconomic point of view. It is therefore important to carry out an impact assessment of programs supporting the labor market integration of the disabled because the results of these programs can make these programs more efficient, which has a positive return for everyone.

With our results, we would like to contribute to the expansion of the theoretical background of the topic, as well as to the more efficient labor market integration of individuals with altered workability.

AIMS

The aim of the research is, on the one hand, to reveal what characterizes the current integration of the disabled, and we also looked for the answer to how this process can be made more efficient. Examining the topic is extremely important from both a social and an economic point of view. The integration of jobseekers into society not only increases their individual mental and material well-being but also has positive effects from a macroeconomic point of view. The impact assessment of programs supporting the labor market integration of the disabled is also important because its results can make these programs more efficient, which has a positive return both from the point of view of national economy and individuals.

The research aimed to examine the motivations, changes in behavior, employment rates, and the factors determining the improvement of the quality of life among job seekers who cannot be included in employment due to their changed ability to work, from the beginning of the inclusion of the special employment program.

After reviewing the literature sources, based on their lessons, the following research questions were investigated:

- Did the tested programs work effectively?

- Is the involvement of civil organizations in labor market programs helps achieving high efficiency?
- Do the services used during the programs work effectively (job search clubs, organization of job fairs, and mentoring)?
- Is the length of the services directly proportional to the chance of subsequent employment?
- Do the special training and courses provided for older grantees effectively increase the participants' chances of employment?

TEST MATERIAL AND METHOD

In our research, we used complex methodological tools, a summary of which follows.

Case study

We used the method of the case study, which requires systematic data collection, which shows the influence of the relationships between the variables after discovering the data and information. We supported the research strategy with extensive source material: we explored current and past changes, drew conclusions, and formulated proposals for future processes. Data collection was used as the applicable primary research technique to prepare the longitudinal case report based on empirical research supported by the source material. In addition to the available documentation, the important data collection method of our descriptive work is the technique of observation and interviewing. We prioritized the use of qualitative interviews, which enables the identification of problems, thereby helping to understand the processes.

We also used the case study method because it enables an individual-level examination of the integration process, which provides a valuable addition to the quantitative research.

Interview (structured) analysis

The analysis of recorded interviews was analyzed using the method of content analysis. Content analysis is a qualitative research method. This method is very widely applicable. In this case, it is used as a secondary research method, to examine and analyze materials created by others. During the application of the method, the data contained in the documents are grouped and analyzed according to pre-defined criteria, and the information was sorted from the unstructured document into a structured form (Mayer, 2011).

The purpose of the interview analysis was to reveal the subjects' motivations and associations related to the labor market and training, thereby enabling a deeper interpretation of the program's effectiveness assessment.

Impact assessment of the pilot program

The study was conducted among the people who will be included in the Pilot pilot program implemented in Zala County. The composition of the sample was given as follows: a total of 105 people were included in the sample (n=105). In the case of the persons involved, the response was voluntary, the paper-pencil-based questionnaires were filled out monthly as part of the mentor's professional report for each person. Using these data sheets as a basis, we examined the problems that arose in the case of the persons included in the program for each month, the changes related to the quality of life, livelihood, financial background, family background, health and mental problems, work-related problems, the use of social services, and the use of health services. The items on the information sheet were answered on a five-point Likert scale (significantly improved=5, partially improved=4, no change=3, deteriorated=2, significantly deteriorated=1. When filling out the information sheet, the mentors had to express the change in the employees' quality of life. We calculated the results obtained on the Likert scale, if there was no change in the investigated variables, it was given a value of 0, if there was an improvement, it was given a value of 1.2, depending on the degree of improvement, if there was a deterioration, it was given a value of -1, -2, depending on the degree of deterioration. we summed them up and then calculated the average from them to get the results.

Before the statistical analysis revealing the correlations of the examined variables, we performed a normality test for the individual measuring devices. With the Kolmogorov-Smirnov test, we verified that the variables (eating, clothing, housing, indebtedness, ability to communicate, appearance, external orderliness, an addiction problem, addiction, difficulty in managing official affairs, lack of independence, lack of knowledge, health problem are under or need long-term medical treatment, family relationship problem, child-rearing, divorce, general mental personality problems, the problem of placing a minor child, the problem of placing an elderly relative, the problem of placing a disabled relative, transport difficulties getting to the workplace, behavioral problems, negative employee attitude, basic skills difficulties in writing, reading, communication, working ability, ability to cooperate, ability to fit into a group) do not follow a normal distribution ($p < 0.001$ in all cases), therefore we calculated the Mann Whitney U test and Spearman's rank correlation for each variable. We

examined the problem of placing an elderly relative, placing a minor child, and placing a disabled relative during the five months, and performed the statistical analyses, however, since the above-mentioned problems are not relevant for the examined sample, we did not take them into account in the further analyses.

Impact assessment of the TOP 6.8.2.-15-NA1 project

During our research, we analyzed the data of a total of 300 (n=300) people participating in the program. The data collected at the beginning of the program is complemented by data from a monitoring study conducted 28 and 180 days after the end of the program. Participation in the research was voluntary and anonymous.

We measured the input and output variables among the participants in the program. Among the input variables, we examined sociodemographic variables (age and gender) and the length of time participating in the service provided by the non-profit organization.

The outcome variables measure the success of the participation in the program. Among the participants, we investigated whether they completed the program successfully or unsuccessfully. Participants' employment status was monitored 28 and 180 days after completion. At these two times, they could be placed in four possible categories: "employed/self-employed with support", "employed without support", "self-employed without support", "publicly employed" and "unemployed". The two variables were analyzed as dichotomous variables, with two possible categories: "employed" and "not employed" (this includes the categories "unemployed" and "publicly employed").

Statistical analysis

Statistical analyzes were performed using the IBM SPSS Statistics 21.0 program. The results were considered significant at $p < 0.05$.

RESULTS

Presentation of case studies

The subject of the first case study is Zoltán, who was born in 1984 as the seventh child. The family lived in a small town, and later they moved to a shantytown. Zoltán was born on time, and the mother did not notice any deviations in his psychomotor development. Zoltán's prolonged hospitalization due to asthma complaints took place when he was one and a half years old when he was treated in a special institution far from where the family lived.

There is no known evidence of serious physical illness in his medical history. His psychiatric history includes moderate intellectual disability with marked behavioral deterioration and impulse control disorder.

Due to an intellectual disability, he was reduced to a percentage and is under guardianship. The review of his placement under guardianship takes place every 5 years. I took over Zoltán's guardianship duties on October 1, 2010. From the study of the documentation, it was revealed that when he turned 18, he was declared disabled, so he has been receiving a disability pension since he turned 18.

In 2002, a person entitled to a disability pension who, based on the competent expert opinion of the OOSZI, became completely unable to work before reaching the age of 25, was not granted a pension or accident pension, and had reached the age of 18. 83/1987. (XII. 27.) MT decree on the disability allowance.

With the help of the life journey interview, helpful conversations, and available documentation, I got to know Zoltán's many-problematic, mentally very burdened life. His relationship with his father was very bad, he constantly abused him during his childhood, and later there were also daily clashes that ended in physical violence. Later, Zoltán left his parents' house and cut off contact with his father. His father completed three grades, his mother was illiterate. Zoltán was left without both parents, his mother died of cervical cancer at the age of 48, while his father also died of cancer at the age of 59. A total of eight sons were born in the parents' marriage. Zoltán maintains regular contact with his siblings, except for the oldest, who committed suicide.

Zoltán currently lives alone but was previously in a partnership for 11 years. His relationship with his partner, who is also under guardianship, deteriorated four years ago when his partner set fire to their house, leaving them homeless. They have not been in contact since then. The partnership gave birth to 5 boys, who are in state care. Although Zoltán hesitates, he can list the children's names, and he keeps in touch with them on an ad hoc basis.

The subject of the second case study is Andrea, whose guardianship duties I took over as assigned guardian from October 1, 2017. We met at his place of residence, face to face. At that time, he was already living in a mountain hut on the outskirts of a small town - where there is water and electricity - in extremely modest circumstances, in a cohabitation relationship. When we met, his condition was quite neglected; he was often unable to clean himself properly.

With the help of the life journey interview, the helpful conversations, and the available documentation, I got to know Andrea's many-problematic, mentally burdened life. In Andrea's case, her failure to cope was exacerbated by her depression. Mood disorders include depression, which is primarily characterized by mood disorders. In addition to emotional symptoms, cognitive, motivational, and physical symptoms can also be characteristic. These symptoms were recognizable in Andrea's life: sadness and depression. He felt hopeless and unhappy and cried a lot. Its cognitive symptoms can be recognized primarily in its negative thoughts. He felt worthless and blamed himself for his failures, and saw no way out. He considered the future to be hopeless; his motivation fell to rock bottom. This was a direct consequence of his self-esteem disorder: he felt unnecessary, and his vision of the future was also negative. Due to the total low point, his remaining self-esteem also disappeared, and he thought that he could not improve his situation in the future.

As a result of the expert examination, in which medical history data, documents, and medical documents were studied, as well as the ordered tests, it was determined that Andrea suffers from a mild degree of intellectual disability. Based on the available examination documents, it was established that Andrea's some-mental development was delayed from birth as a result of the brain injury at birth. His handicap was exacerbated by his parent's divorce, his mother's drastic suicide, and years of institutional life. Attempts aimed at his habilitation, socialization, and integration remained fruitless. The opinion established that Andrea requires continuous help and guidance in her life. For the sake of his legal protection, placing him under a guardianship that limits his capacity to act is necessary from an expert point of view, his ability to make judgments necessary to manage his affairs has generally and permanently decreased to a large extent. After losing her job, Andrea received job search aid, but later she was no longer entitled to it either. He had no money saved, and his days were spent in idleness. Since many problems had to be dealt with, to which we assigned goals to be achieved, the problems could only be dealt with step by step. The development of personality, self-awareness, stress and conflict management, and the development of realistic self-evaluation are important as a first step, which will later play a prominent role in successful

work. Andrea, like many others, felt worthless and hopeless because of the struggle with their illnesses, the resulting guilt, and her poor social situation.

It is important to know the environmental factors that can shape the state of health and the health behavior of the individual. Examining the complex phenomena of health status and social situation together, a negative change in health status puts both the patient and his family members at a disadvantage. In the same way, positive change has a more favorable effect and puts the person concerned and his family members in a better position. (Kullmann, L. 2012). He had to be helped to understand the importance of thinking realistically and positively about himself. Recognize external and internal motivations and the importance of cooperation and joint ventures related to responsible work, which promote the development of a positive self-image. It was also necessary to help them realize that the role of social reintegration can also facilitate the process of social integration in their own lives. If you ask for help, you can find a way out of every situation. This task turned out to be very difficult. When Andrea managed to recognize successes from the past, it also helped to strengthen her positive self-image and re-evaluate herself. We built on the successful events of the past and in cooperation with Andrea, we looked for solutions to his current difficulties. In this way, the acquired new behavior patterns become imprinted and overwrite the old, malfunctioning pattern. During the regular meeting, we reviewed the level of progress, and I considered continuous positive reinforcement and praise to be important. Rewarding and praising efforts is just as important during joint work as it is in the case of results. In addition to managing his affairs, I talk to him a lot about the benefits and necessity of the employment. With the benefits of the higher income associated with wages, which can move your lifestyle in a positive direction, you would also be able to take care of your children better and more regularly with the help of regular wages. I tried to arouse his interest, motivation, and desire to think about wanting to work. Andrea did not have a realistic vision of her goals, so we determined the conditions and solutions that prevented employment, and defined the goals related to preparing for work and the steps, activities, and necessary and accessible tools to achieve them. During the conversations, I wanted Andrea to be able to recognize and articulate the factors hindering her employment and her difficulties in living, and to actively cooperate in improving her situation. In his case, it was important to be able to recognize the opportunities necessary for employment and be able to adapt to the special circumstances necessary to maintain the ability to work, to be able to identify those persons who can assist with employment. Together with Andrea, we determined his resources, strengths, interests, and jobs compatible with his health impairment profile. We assessed the limitations,

conditions, and opportunities related to employment. During the meetings, I paid particular attention to increasing Andrea's activity and to removing the factors hindering her job search. It was an important step for him to want and be able to change his previous way of life to get a job. The laws of group work, its advantages and difficulties can be taught and learned. The skills of integration, adaptation, and independent administration, as well as the elements of correct and expected behavior, can be learned. This is only one part of the whole process, as the person's situation and state of mind must also be monitored regularly, and an action plan can be developed in light of this.

I would like to touch on successful workplace socialization since this enables employees to understand the culture of the given organization in which they operate effectively (Schein, 1988). The new entrant finds himself in a complex situation and is usually unsure of how to behave in the new social environment. Workplace socialization is a complex social learning process that requires new employees to accept the task structure, performance requirements, group norms, work roles, and the new culture (Moxley & Finch, 2003).

Personalized assistance can play a key role in solving problems that arise during employment. We can ensure that individuals who are disadvantaged in terms of the labor market are suitable for a job by offering them a job that enables them to develop their skills. The ability to perform work, which is the basis of successful adaptation to the job, can be interpreted within a specific interval. If you have the key skills that lay the foundation for successful work, the desired performance is achievable. It is important to take into account the prior expectations and ideas of the workers who are coming to work from the point of view of socialization. If these expectations are realistic, the integration will be successful. However, in addition to a consultant helping a person who wants to work, an inclusive organizational culture is important. Experience and research show that a supportive organizational culture, or a supportive culture with a progressive spirit, is the most ideal for employing employees who can be called disadvantaged for some reason. Here, values such as tolerance, support, acceptance, cooperation, and appreciation are present, which accept and facilitate the employment and integration of employees who intend to return to the labor market and integrate (Jones, 1997).

Workplace socialization has two sides: on the one hand, it means the successful adaptation of the individual to the job or job, and on the other hand, the successful integration of the new employee into the given workplace or work organization (Antalovits, 2000).

The group of people with disabilities is those under guardianship. No separate statistics are prepared for them, but in general, it can be said that a very small percentage of them

participate in some form of employment. In the case of persons under guardianship, whose capacity to act is partially limited by the court, it would be worthwhile to pay attention to labor market integration either within the framework of subsidized employment or the open labor market. The majority of people living in their own homes live off of the care provided for them, which in many cases is barely enough for subsistence, in addition to the use of various state and social benefits. These people easily end up on the periphery of society, they often take on occasional jobs for minimal amounts offered by acquaintances, and crime for a living is also common among them. With the realization of their labor market integration, the mentioned problems would become remediable, and their satisfaction with life would greatly increase since they would become useful members of society, which would make society more inclusive and accepting of them. In general, working would improve their general well-being, and their lives could become more meaningful, which would help the development of a healthy self-image.

Results of the qualitative study (structured interviews)

During the research, we interviewed a total of 20 people (n=20). The main goal of the qualitative, interview data collection was to reveal the motivational factors and negative factors that can contribute to the long-term maintenance of jobs, and the chance of long-term employment can also be increased by eliminating and mitigating negative factors (Figure 1).

Figure 1. Wordcloud - positive expressions related to work in in-depth interviews (n=20)



Among the positive factors, the most important factor mentioned the most was a good community. Another important positive factor was the positive feedback, appreciation, and praise from the manager. (Figure 2)

Figure 2. Wordcloud - negative expressions related to work in the in-depth interviews (n=20)



Low income appeared among the negative experiences. The management's strictness, and the work schedule considered by the employee to be too strict, appeared as a negative experience. Inadequate working conditions were also mentioned as a problem. The difficulty of going to work was also raised as a problem.

Figure 3. Wordcloud - expressions related to the vision in the in-depth interviews (n=20)



In relation to the future vision, there are two paths. The first is the negative vision of the future, which is driven by hopelessness. This happens in the majority of interviews. Among the negative visions of the future, the idea of emigrating abroad or emigrating within the country appears. Many people do not plan for the future at all, some are waiting for retirement or disability pension. (Figure 3)

In the case of the minority, we can talk about a positive future vision. In this case, progressing on the spot, the intention to improve the situation, is connected with conscious planning. The desire for declared employment appears, as well as continuing education and vocational training as points of departure. Unfortunately, these were only discoverable in the case of the minority. Overall, it can be said that the interviewees most often mentioned the good community and positive feedback from the manager, recognition of their work, as positive factors related to working. These contributed the most to keep their jobs in the long term. Among the negative factors, low income was mentioned most often. In addition, the work schedule was deemed too strict, inadequate working conditions, and difficulty in going to work appeared. These factors contributed to the fact that the interviewees quickly left their jobs. Creating a positive vision of the future is extremely important for social integration. In the long term, an employment program can only be successful if it can (also) create a positive vision of the future in the participants.

Among the positive visions that appear, local employment, thereby achieving a higher income, appears as a typical goal. To achieve this, participation in training is included as a tool. Unfortunately, the negative vision of the future dominates among the examined subjects, emigration or emigration, complete hopelessness, and disability pension are typical. We believe that the qualitative research provided a good basis for the relevant evaluation of the results of the quantitative research. The interviews and the case studies pointed out the patterns and motivations with which the results of the quantitative research can be put into context.

Main results of quantitative research

The call for the TOP 6.8.2.-15-NA1 project was published by the Government of Hungary. The call was made for the cities with county rights, to create employment cooperations, partnerships, and pacts aimed at increasing employment and implementing the training and employment programs of the pacts. Its purpose was the development of human resources, the stimulation of employment, and the assistance of social cooperation. To achieve the goals, the "South Zala Employment Cooperation", the "Zala Innovative Employment Pact", Innovative Employment Cooperation in the Zalaegerszeg and Lower Districts" and the "Kanizsa Employment Pact" were established in Zala County, which TOP 6.8.2.- It was given the identification number 15-NA1 and the implementation of which is also examined in the doctoral dissertation. The average age of the respondents was 45.51 years (21 - 66 years), and women were slightly overrepresented in the sample (Table 1). The participants benefited from the services provided by the non-profit organization within the project for an average of 197 days. Overall, 99.3% of the participants completed the TOP program, and after 28 days 160 people managed to find a job (53.3%). During the 180-day follow-up, it was observed that 246 of the original participants filled out the questionnaire, of which 142 (57.7%) were working.

Table 1. Distribution of input and output variables in the sample (n=300)

| Input variables | n (%) | Mean (SD) | Output variables | n (%) |
|--------------------------------|-------------|---------------|---|-------------|
| Age | | 45.51 (11.34) | Succeeded | 298 (99.3%) |
| Gender | | | Employment status after 28 days | |
| Male | 125 (41.7%) | | Employed | 160 (53.3%) |
| Female | 175 (58.3%) | | Not employed | 134 (44.7%) |
| Service received (days) | | 197 (132.42) | Employment status after 180 days | |
| | | | Employed | 142 (57.7%) |
| | | | Not employed | 104 (42.3%) |

Based on the results of the binary logistic regression (Table 2), we can see that age was related to both the 28th (EH = 0.97; KI95% = 0.95 – 0.99; p<0.05) and the 180 with occupational status experienced on day (EH = 0.96; KI95% = 0.94 – 0.98; p<0.01). The correlation is negative, i.e. older people have a lower chance of finding a job after completing the program. No significant relationship could be detected between gender and the chance of placement. Representatives of both sexes had the same chance of finding a job after completing the program. The length of service used by the non-profit organization showed a strong, positive correlation both after 28 days (OR = 1.01; CI95% = 1.01 – 1.01; p<0.001) and after 180 days (OR = 1.01 ; CI95% = 1.01 – 1.01; p<0.01) with the chance of placement. Therefore, those who used the service for a longer period had a significantly higher chance of finding a job after completing the program. This was true in both the short and long term.

Table 2. Results of binary logistic regression (n=300)

| Input variables | Employed after 28 days | | Employed after 180 days | |
|--|------------------------|--------------------|-------------------------|--------------------|
| | OR ^c | CI95% ^d | EH ^c | KI95% ^d |
| Age ^a | 0.97* | 0.95 – 0.99 | 0.96** | 0.94 – 0.98 |
| Gender | | | | |
| Female ^b | 1 | | 1 | |
| Male | 1.17 | 0.72 – 1.90 | 1.45 | 0.85 – 2.49 |
| Service received (days)^a | 1.01*** | 1.01 – 1.01 | 1.01** | 1.01 – 1.01 |

^a Numeric variable; ^b Reference category; ^c Odds Ratio; ^d Confidence Interval

* p<0.05; ** p<0.01; *** p<0.001

Overall, based on the results, it can be stated that higher age significantly reduces the chance of employment. In addition, it can also be stated that the service used by the non-profit organization verifiably helps the participants find a job, and increases the chances of both long- and short-term employment. This effect is independent of gender and age, the service can increase chances in all age groups.

NEW RESULTS OF THE STUDY

The quality of life of disadvantaged people depends significantly on whether they are employed. The labor market programs provide significant help for the employment of this group. The evaluation of the effectiveness of the programs has a significant role in creating new methods, procedures, and experiences for subsequent programs with a similar purpose, so that they can even more effectively help our fellow disadvantaged people to get a job, thereby better financial opportunities and a higher quality of life.

During the impact assessment, it was proven that the examined programs worked effectively, nearly 60% of the participants were able to find their place in the labor market in long term.

- We demonstrated the important role of labor market services in terms of effectiveness.
- We proved that the involvement of civil organizations in labor market programs is a very important tool for achieving high efficiency because they increase the efficiency of certain services (job search clubs, organization of job fairs, and mentoring).

- A clear, positive correlation between the length of the services and the chance of subsequent employment was established.
- We pointed out the importance of special training and courses for older people, which can significantly contribute to increasing the efficiency of programs implemented in the future.
- Positive and negative work-related attitudes of the participants were mapped.
- We pointed out the importance of creating a positive vision for job seekers.

SUMMARY

Unemployment and poverty are present in every society in one way or another. An important element of the quality of life is financial situation. Quality of life is typically lower among the poor and/or unemployed since poverty and unemployment go hand in hand with a lower chance of access to education, healthcare (and health), various services, various goods with deprivation of access. Together, these factors determine the quality of life.

Overall, it can be said that the subjects most often mentioned the good community and the positive feedback from the manager, the recognition of their work, as positive factors related to working. These contributed the most to keep their jobs in the long term. Among the negative factors, low income was mentioned most often. In addition, the work schedule was deemed too strict, inadequate working conditions, and difficulty in going to work appeared. These factors contributed to the fact that the interviewees quickly left their jobs. An important lesson of the interview research is that the development of a positive vision of the future is extremely important for social integration. In the long term, an employment program can only be successful if it can create a positive vision of the future in the participants. Among the positive visions that appear, local employment, thereby achieving a higher income, appears as a typical goal. To achieve this, participation in training is included as a tool. Unfortunately, among the examined subjects, a negative vision of the future dominated, within which emigration, complete hopelessness and disability pension were typical.

During the examined labor market program, we found that at the beginning of the program, the clients had a rather negative attitude, and passivity characterized the majority of the participants. The group was characterized by a high degree of mistrust, they did not believe in the genuineness of our intention to help, so the background information received at the beginning of the program changed greatly in some cases as the program progressed. These

can be traced back, among other things, to previous negative experiences and the social situation typical at the time of entering the program. In some cases, they also reported on their problems much later, after the trust relationship had solidified. In several cases, a large amount of debt was discovered: non-payment of tax, rent arrears, arrears of utility bills, and other debts. Due to long-term unemployment, the ability to perform work has been significantly reduced for many, and in many cases, the same can be said for social skills. During the individual conversations, the answers to the questions for the social situation assessment were not always correct. They cannot say how many years of employment they have had, what type of employment they last worked in, and when. The names of benefits are mixed up. The initial difficulties included clarifying and facilitating the observance of basic community rules, and the observance of the social, workplace, and work norms. However, as time progressed, these appeared in fewer and fewer people, the competencies required for work were developed, and social norms became more and more integrated into everyday life. Minor conflicts occurred during the entire program, however, they were resolved within the group, the successful solution helped the groups to come together, which was then noted by several of the participants. This was an important moment, a milestone of these few months, as it had a positive effect on their sense of security, self-esteem, and thus their performance. The constancy that characterized the work processes enriched the workers with experiences of success and moved their personalities in a positive direction. The mentors provided a lot of help in the administration of grants, thus contributing to the improvement of the social background. The employees in the program became more confident in their administration and everyday life. Some of them later tried to manage their affairs on their own, we also encouraged their efforts to manage their affairs independently during the program, however, in the case of some people, it can be concluded that their mental state, unfortunately, does not allow this.

Overall, it can be concluded that the launch of the program resulted in significant activity among the unemployed, the new workplace environment, the new community created a mental improvement in many aspects, and during the counseling sessions, solution alternatives provided the possibility of moving forward were discovered. The positive effect of the program was also shown in the improvement of the employment situation, since among the people involved, as a result of the counseling and mentor assistance, several participants were hired in the competitive sector, local government employment, and public work programs. The program also proved that it is possible to find disadvantaged people with a more difficult fate who can be guided back into the world of work, albeit with help and

guidance. The special program also gave people who would not be able to work temporarily or permanently in the primary labor market, or even in the framework of traditional public employment, on the other hand, also included in the program were those who had worked minimally or not at all. in form. Although public employment is often a subject of debate in political public discourse, in many cases it is the only possibility for people without a way out, without a future, to feel useful and be able to connect to the everyday life of their environment. Public employees participating in special public employment programs could, in addition to sharing the burden, also take part in ordinary everyday life situations where they have an obligation, they have to get up in the morning, and they have to go to work. We recommend keeping these positive elements for future programs.

The services provided by civil workers have proven to be very effective. Those who took advantage of this for a longer period were more likely to get a job, both in the short and long term. This has proven to be the most important factor in terms of individual success. The results thus proved the necessity of civil and governmental cooperation (PPP). The success of PPP collaborations has been confirmed by numerous preliminary studies and literature sources.

The results confirm the finding that the involvement of civil organizations is essential during the labor market integration of the disadvantaged. The professional capital, social embeddedness, network of relationships, etc. demonstrate resources that enable effective integration together with the resources of state bodies.

After the project, among the participants of the projects, we identified older participants with low education and persons exposed to the risk of permanent unemployment as groups with a higher risk of long-term unemployment. The fact that only a small part of these groups can find long-term work limits the effectiveness of the project. We emphasize the significant role of the project's services (job search clubs, organization of job fairs, and mentoring) in the success of the individual job search of the participants. In the future, labor market programs should provide specific activities for older participants, such as courses on computer and Internet use.

Based on the results of the research, decision-makers should focus on improving the job search skills of disadvantaged people. The examined labor market programs proved to be effective in the fight against long-term unemployment, so political decision-makers should pay more attention to these programs. Older age had a negative effect on the probability of re-employment. Especially disadvantaged elderly people generally have no other option than inactivity, ensuring their livelihood through a disability pension. The reintegration of this

high-risk group into the labor market would have a very positive effect economically, socially, and individually. Accordingly, government policy should pay special attention to older unemployed people. It should be considered whether the current ways of supporting young people in the labor market (tax discount, travel allowance, etc.) should also be extended to the disadvantaged, older unemployed, or to support the group with other valid ways to be able to find a place in the labor market in the long term.

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