

INVOLVE

Involvement of third country nationals in volunteering as a means of better integration

National Report Hungary

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Abstract

Migrant volunteering in Hungary is not common and neither has it received much attention, and there are several reasons for this. On the one hand the proportion of migrants in the society does not exceed 2% of the whole population. The ethnic and national background of immigrants is also rather unique; about 85% of immigrants arrive from European countries and more than 60% percent of these are of Hungarian origin, coming from Romania, Serbia, Ukraine and Slovakia. These immigrants are therefore familiar with the Hungarian language and culture. Another somewhat unusual situation for immigrants is that, according to statistical data, these immigrants are in slightly better situation than the average Hungarians, since a greater proportion of them are employed and they have a significantly higher average qualification than the host society. For these reasons integration of immigrants is neither on the agenda of the government, nor of the civil society. On the other hand volunteering itself is common in Hungary, which is a further reason for the lack of migrant volunteering. According to a European (EUROSTAT) comparison, Hungarian people spend the least time in average on volunteering for organisations.

Irrespective of the current situation, it can be claimed that the legal circumstances do allow for migrant volunteering, if migrants manage to stay in the country (Hungarian immigration procedure are very complicated). The recent act regulating volunteering makes it possible for those asylum-seekers, who are not entitled to work to volunteer. Limited research has been carried out in the framework of the INVOLVE project, but this does seem to indicate that volunteering provides a great opportunity for migrants.

I. NATIONAL INVENTORIES ON INTEGRATION AND VOLUNTEERING

A) Immigration and integration

The proportion of foreign citizens living in Hungary for more than a year has been stable for the last decade at around 1,2-1,6% of the population. It should be strongly emphasised that this group, is made up of more than 85% of people from European

countries, and more than 60% of the immigrants are of Hungarian origin. This means that a great proportion of the few immigrants in Hungary are actually Hungarians, knowing the language and being familiar with the Hungarian culture. This gives a particular meaning to integration in the Hungarian context. Only 11% of the immigrants in Hungary come from Asia, half of them from China. Migration from other parts of the world is rather marginal. It is also important to know that immigration was not common before 1989, data is not completely reliable but we can suppose that the proportion of foreigners was close to 0%. In the last few years there has been a slight growth in the proportion of foreign nationals residing in the country, a fact caused by the growth of the number of foreigners arriving in Hungary, but also because the Hungarian population is decreasing.

Integration of foreign nationals is not on the agenda of the Hungarian government, however it is frequently stated that efforts are made to create an action plan for integration strategies. Most of this attention is focussed on the Roma minority in Hungary, who form the most deprived group of the Hungarian society.

Definitions

Immigrants are considered to be those foreign nationals who reside in Hungary over a period of time and for reasons other than tourism. This means that the definition of immigration is based on nationality and the length of stay in Hungary. In the available data the length of stay as a criteria for being an immigrant is normally defined as 12 months. It should be emphasised that the data do not contain undocumented migrants and for these only estimations can be used. According to experts in the field, the number of unregistered foreign citizens (containing those who are registered, but who might work although having visa for studies and those spending more time in the country than their visa allows) should not amount to more than the number of registered immigrants. Only immigrants with a valid and registered Hungarian address are counted in the census, and those immigrants who were born abroad but obtained Hungarian citizenship during their stay in Hungary are not registered. The number of naturalised people can be seen from the statistics of the Office of Immigration and Nationality. According to available data, since 1993 about 75 000 people have been naturalised. Although this is a rather large group compared

to the overall number of foreigners residing in Hungary, because the overwhelming majority of these people have a Hungarian ethnic background, they are not in the scope of integration. Neither do these people appear as immigrants in any of the available statistics. Though the census does contain information on place of birth, it is never clear whether the person was born abroad as the child of Hungarian nationals or obtained Hungarian citizenship after immigration. In the case of Hungary it is not meaningful to talk about second-generation immigrants, since before 1989 it was neither possible nor popular to immigrate to Hungary. The first refugee flow started during the Romanian revolution, around 1989.

To find available data on immigrants in Hungary, either the Demographic Yearbook published by the Central Statistical Office or the data from the national census can be used. However the Central Statistical Office provides later data in their regular publication on vital movements, though without a breakdown by nationality. The data of the Demographic Yearbook contains the number of foreign nationals residing in Hungary for more than a year with valid residency or settlement permits, unfortunately besides nationality, the ethnic background of the immigrants is not available. From the data of the national census (the most recent for the year 2001) the ethnic (possible ethnic Hungarian) background of the immigrants can be presumed using the information on their mother tongue, however immigrants whose residency or settlement permit was valid for an undefined period, normally more than three years are registered in the national census. Deriving statistics from these two sources means that there appears to be a great difference between the numbers provided.

Table 1. Types of available data on immigrants

Available data	Source	Characteristics of the data source	Most recent data available (year, number)
National census	Central Statistical Office	Only those foreign nationals are registered whose permits are available for an undefined, long period. Naturalised persons are missing. Data is available on nationality and ethnicity.	Year 2001: 930 05 settled foreign nationals
Demographic Yearbook	Central Statistical Office	All foreign nationals are registered who are staying in the country for more than one year. Naturalised persons are missing. No data available on ethnicity. Data is available on nationality.	Year 2004: 142 000 settled foreign nationals
Vital movements	Central Statistical Office	All foreign nationals are registered who are staying in the country for more than one year. Naturalised persons are missing. No data available on ethnicity and nationality.	Year 2005: 154 900 settled foreign nationals
Naturalisation	Office of Immigration and Nationality	Approximate number of foreign nationals naturalised since 1993. Data is available on nationality. No data is available on ethnicity.	Since 1993: about 75 000 naturalised persons

Number of refugees and asylum-seekers	UNHCR (United Nations High Commissioner for Refugees)	Number of documented refugees and asylum-seekers. Data on nationality is available. Data on ethnicity is not available.	Year 2003: 7798 refugees and asylum-seekers
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Facts and Figures

According to the data provided by the Hungarian Central Statistical Office, there were 154 900 foreign nationals in Hungary on the 1st of January 2006 with valid residency or settlement permits, what was 1,55% of the whole population. If we add the 75 000 naturalised people to this group we get 229 900 immigrants or 2,3% of the Hungarian population. We can presume that about 75% of these people come from third countries.

To find nationality patterns and the ethnic composition of foreigners residing in Hungary, the data of the last national census taken in the year 2001 can be used. However only those foreign nationals that are registered in the national census, whose settlement or residence permit was valid for an undefined period (more than three years) will be recorded. As mentioned above foreign nationals residing in Hungary are mainly of ethnic Hungarian origin coming from those surrounding countries with a considerable Hungarian minority, namely Romania, Slovakia, Serbia (then Yugoslavia) and Ukraine. No explicit data can be found concerning the ethnic background of the immigrants from the non-EU countries with a considerable Hungarian minority, however information on their mother tongue is available from the 2001 national census, and this may be used as a valid indicator of the ethnicity. According to this we can see that 92% of the 35 558 Romanian citizens, 84% of the 10 195 Ukrainian citizens and 88% of the 8 920 Serb-Montenegrin/Yugoslavian citizens residing in Hungary mentioned the Hungarian language as their mother tongue. As mentioned above these numbers from the national census contain only those foreign citizens who have residency or settlement permits valid for an undefined period, and taking the difficulties of the immigration process into consideration it should be seen that a great proportion of the immigrants have permits valid only for one or two years, however they are planning to settle down in Hungary. This anomaly of the statistics means that it is only possible to know the ethnic background of about 66% of the immigrants. According to research in the field of immigration it can be assumed that the above results are valid for the entire immigrant population. Therefore, it can be stated that more than 60% of immigrants in Hungary are of Hungarian origin (although according to some estimations the proportion is above 80%).

Data from the most recent Demographic yearbook, indicates that 85% of foreign residents come from Europe, the overwhelming majority of which are from the above mentioned three countries: Romania, Serbia and Ukraine. The fourth largest third-country immigrant group are the Chinese.

Table 2. Number and percentage of foreigners in Hungary from the largest sending countries and regions on the 1st of January 2004, data of the Central Statistical Office.

	European Union	Romania	Yugoslavia	Ukraine	China	All registered foreigners in Hungary
Number	24 984	55 676	12 367	13096	6790	130 109
Percentage among all foreigners	19,2%	42,8%	9,5%	10,1%	5,2%	100%

Refugees and asylum-seekers: It should be emphasised that refugees and asylum-seekers form an even smaller group in Hungary than the immigrants. The number of refugees and asylum-seekers was 7 798 by the end of 2003 according to the data from the UNHCR. However from 1989 until the end of the Balkan war in 1994, Hungary was a preferred destination among the Romanian and ex-Yugoslavian refugees for geographical and cultural reasons. Hungarian society has therefore had the experience of being a recipient country of refugees, however this has been mainly as a transit-country, since refugee and migration flows have often used Hungary as the gateway to the West until very recent times.

Gender: Data on gender distribution reveals that migrants do not particularly differ from the host society, however there is a small majority of women: 51,5% of the immigrants.

Age: The age distribution of the residing foreigners differs more from Hungarian society's pattern. Data contained in the national census shows that the share of foreigners in the older age groups (over 60) is rather low – less than 10% compared to the 20% share of this age group in the indigenous population.

Table 3. Age distribution of resident immigrants and Hungarian nationals (%)

	Under 19 years	20-29 years old	30-59 years old	Over 60 years	Total
Immigrant population	21,2	24	43	11,8	100
Hungarian population	23,2	15,6	40,7	20,5	100

Data of the 2001 national census

Qualification: Resident immigrants in Hungary have considerably better qualifications than the host society. Approximately 92% of all immigrants (over 15 years) have completed a primary school education compared to 89% of the indigenous population. Approximately 57% of all immigrants (over 18 years) have completed a secondary education, compared to 38% of the Hungarian population. Finally, about 25% of all immigrants (over 25 years) have a tertiary education, compared to 12,5% of the indigenous population. Consequently, the educational level of the resident immigrants is quite promising, as it is significantly higher than the level of education among the total population (Hárs and Kováts 2005 p. 9).

Table 4. Level of education of resident immigrants and natives (%)

	Completed primary school (over 15 years)	Completed secondary school (over 18 years)	Diploma (over 25 years)
Immigrant population	92,1	57,3	25,3
Hungarian population	88,8	38	12,5

Data of the 2001 national census

Employment: According to census data, 36% of the total indigenous population are employed, compared to 42% of the immigrant population. Unemployment rates are also lower among educated foreigners (3,6 vs. 4,1%) and the proportion of inactive foreigners is also low, while their share of dependants is higher. Altogether the labour market position of the resident foreigners is much better than that of the indigenous population. This is partly due to the different age structure, but also to the better education, and the aim of the foreign citizens to stay in Hungary as resident foreigners (Hárs and Kováts 2005 p. 11).

Table 5. Labour market activity of resident immigrants and natives

	Employed	Unemployed	Inactive	Dependent	Total
Immigrant population	42,2	3,6	20,2	34	100
Hungarian population	36,1	4,1	32,5	27,2	100

Data of the 2001 national census

It is important to note however, that the above data is only valid for about 66% of the immigrants since it is derived from the national census. To get information on the total immigrant population the data of the National Employment Centre can be used. According to their most recent data there were 44 461 valid work permits given to

third country nationals on the 31st of March 2006. It should be taken into consideration that only those third country nationals who are employees need work permits (entrepreneurs do not) and those immigrants with settlement permits are allowed to work without work permits. However, the group of employees without settlement permits is the dominant one among all third country immigrants, so it is worthwhile observing the given data. If we take 75% of 154 900 registered foreign nationals on the 1st of January 2006 to be third country nationals, we get 116 175 people. Among those, 44 461 (33,8 %) had a valid work permit. So 33,8% were employed, whereas there is no information about the active foreigner groups needing no work permits for the above reasons. This means that the proportion of employed among third country nationals is somewhat lower than among other immigrants (44%), but it is still considerably higher than the 36,1% figure for employment of the Hungarian population. It is interesting to compare the share of work permits of the four largest third country groups with the size of the groups. Since the most recent data on the number of foreigners by sending nations is from 1st of January 2004, it should be compared with the valid work permits in the first three months of 2004.

Table 5. Share of work permits among the four largest sending countries (%)

	Romanian	Ukrainian	Serb-Montenegrin	Chinese	Total
Number of persons	55 676	12 367	13 096	6 790	87 929
Percentage among the four sending countries	63,3	14	15	7,7	100
Number of work permits	32 229	8 670	1 134	791	42 824
Percentage among the four sending countries	75,2	20,2	2,7	1,9	100

Data from the Demographic Yearbook 2004 and the National Labour Centre

It is not completely clear what causes the anomalies between the share of work permits and the proportion of the given national groups. One reason can be that among Serb-Montenegrin and Chinese citizens the proportion of entrepreneurs and those with a settlement permit is higher than among the Ukrainian and Romanian citizens. It should be also emphasised that undocumented, illegal or black labour is a very typical issue in connection with immigrants. As described in the latter chapter on legal framework, it should be clear that it is a rather difficult and expensive procedure to obtain a work permit, since the Hungarian law is fully protective of the Hungarian unemployed, who are privileged in every situation when there is a workplace to be filled. It is well known that numerous groups of mainly Romanian, Serbian and Ukrainian immigrants do illegal work at construction sites and do seasonal work in agriculture. Despite the great number of Hungarian unemployed, foreign workers are rather popular among the Hungarian employers, since they work for much lower

“salaries” than the Hungarians. In order to cut down the number of black seasonal workers the Hungarian government has set up a system of easily obtainable seasonal work permits especially for agricultural work in late 2005. Since the summer of 2006 is the first period when the “green booklets” are used, there is no data yet on the impact of the new regulation.

Generally the Hungarian migrant working scene is rather employer-driven, where the well-educated, Hungarian speaking immigrants find jobs through their social networks already before their arrival to Hungary. It should be understood that those people speaking the Hungarian language might have had several ties to Hungary before immigrating that could help them settle down and find a job. It is well known, that the ethnic Hungarians living in the above mentioned surrounding countries have family and acquaintances in Hungary, and they are familiar with the country already before their migration. It is rather common among ethnic Hungarian immigrants to find a job in Hungary before migrating, which may account for the fact that the employment rate is higher among immigrants than among Hungarian citizens in Hungary. This can also explain why the integration of third country nationals is not on the agenda of the Hungarian government. Although there have been different forums where politicians have emphasised the importance of a such action plan, it has not come into force yet.

Policy Framework

As mentioned above, integration of immigrants has not been and is not on the political agenda. However the topic of immigration became a “hot one” during 2004 and 2005 in connection with the possible dual citizenship given to the ethnic Hungarians from the surrounding countries. On the 5th of December 2005 a referendum was held concerning this question, without any positive result. Despite of the results of the referendum, the government has set up different action plans in order to help the ethnic Hungarians. Besides different projects targeting the “stay at the native land” of the ethnic Hungarians, some efforts were made to make the regulations of immigration less strict. Changes came into force on the 1st of January 2006, in some cases these targeted only the ethnic Hungarians and in others the whole group of foreigners wishing to stay in Hungary. In general the regulations of immigration have not changed, the modifications were more virtual ones.

When observing the legal regulations, it can be seen that the idea of integration only appears at the stage of naturalisation. Since in order to obtain Hungarian citizenship, the applicants have to pass an exam, where their knowledge of Hungarian language and their knowledge about the Hungarian constitution, public administration, history and culture are tested. Ethnic Hungarians who can prove that they have been studying Hungarian language in elementary or secondary schools are not obliged to take the exam in order to become Hungarian citizens.

It should also be mentioned that there is a possibility for those with a refugee status to take part in a Hungarian language course free of charge. Unfortunately because of different strict regulations, which allow the language course only in the first year after the arrival, most of the refugees are not able to take the advantage of it since they usually obtain refugee status later than a year after arriving in Hungary, or their circumstances do not allow them to participate.

Legal framework: Compared to the average European acts regulating migration, Hungarian regulations of immigration seem to be comparable, or even somewhat lighter. The special feature of the Hungarian legal framework of immigration and naturalisation is the great privilege given to the ethnic Hungarians on one hand, and the rather dominant discretion power given to the officers of the Office of Immigration and Nationality on the other.

In order to be able to understand the legal background of immigration, the relevant laws and the connected procedures need to be outlined. The two most important acts in connection with immigration will be presented in parallel, with a demonstration of the practical features and differences between the immigration process for an Ethnic Hungarian immigrant and an immigrant with no Hungarian origin.

Acts: There are two acts regulating the immigration process: one is the *Act LV. of 1993 On Hungarian Citizenship*; the other is the *Act XXXIX of 2001 On the Entry and stay of Foreigners*. Since this determines the first part of the immigration process, the directions of the latter act will be described first.

“...on May 29, 2001, the Hungarian Parliament adopted a new Act regulating the entry and stay of foreigners in Hungary (...). This removed the legislative barriers from the way of developing a unified migration organisation. The amendment made to the Government Decree 162/1999 (XI. 19.) on the Office of Immigration and Nationality enabled the Government to set up the OIN's regional branches, the so-

called Regional Directorates Office of Immigration and Nationality.” (from the website of the OIN.) In other words a federal institution was set up to manage the entire immigration process.

According to the two acts, immigrants are categorised to three groups:

- EEA Citizens
- Ethnic Hungarians – with Hungarian origin
- Non-ethnic Hungarians – with no Hungarian origin.

In the following the procedure of only the two latter groups will be described. Before demonstrating the differences of the procedures concerning the immigration of the two groups, the criteria of receiving the advantages authorised to the ethnic Hungarians should be presented. In other words, the criteria of “being ethnic Hungarian” should be introduced.

The law is very liberal and does not leave out anyone who deserves this status and all its advantages. According to the law anyone can be an ethnic Hungarian who

1. Claims to be ethnic Hungarian and
2. Can prove to have any ascendant born in a territory that belonged to Hungary at the time the ascendant was born.

It is therefore possible that even a person whose family was never Hungarian (concerning the identity) to have this status. For example: Grandfather was born in 1918 in Subotica. This does not mean that he was Hungarian only that he was born in the territory of the former Hungary, or the Austro-Hungarian Monarchy. According to the information given by the OIN, the following documents are accepted when proving Hungarian Origin: official birth-, death- or marriage certificate proving Hungarian citizenship of the ancestor, Hungarian “soldiers’ booklet,” Hungarian passport, Hungarian identity card, address certificate of a Hungarian address, Hungarian school report, etc. made out for any ancestor. In order to validate the above documents, birth or death certificates are needed to prove the relation between the ancestor and the petitioner. From a legal point of view, the Hungarian ruling is uniquely permissive; the circle of ethnic Hungarians is large enough not to eliminate anybody with a possible Hungarian origin.

Despite the positive legal surrounding, it is not as easy to prove Hungarian origin in practice. According to several ethnic Hungarian immigrants, this can sometimes be the most complicated issue. The process itself consists of the same steps in case of every immigrant. The difference only occurs according to the time frame, which can

be much shorter for those with Hungarian origin. The steps of the immigration process are the following:

1. Visa
2. Residence Permit
3. Settlement Permit
4. Naturalisation.

The process of receiving Hungarian citizenship for an ethnic Hungarian:

Anyone who enters the country (with a valid visa) can stay in Hungary for maximum 90 days (depends on the decision of the visa-issuing authority). After that the person has to return to his/her own country and can come again for three months after six months. For example: someone enters Hungary on the 1st of January, he/she can stay until the end of March. Then he/she has to return to his/her own country and stay there until the end of September. Then he/she can return to Hungary on the 1st of October and stay until the end of December. And so forth... If someone decides to stay after the three months: *“...by request of a foreign national staying in Hungary under a valid extended stay visa to extend the period of stay, the regional immigration authority shall have competence to issue a residence permit.(...) The validity of residence permits shall be for the duration specified in the application within a maximum period of two years (...) and may be extended for an additional two years. (...) Residence permits requested for the purpose of employment or other gainful activity may be issued for a period of maximum four years when issued for the first time. (...) An application for permanent residence shall be submitted on the prescribed form, in person at the regional immigration authority where the applicant's future residence in Hungary is located, or in respect of joint applications by a family member of legal age. (...)”* (Act XXXIX of 2001 On the Entry and stay of Foreigners.)

In case of applying for a residence permit the applicant has to define his/her status in connection with the aim of the stay in Hungary. The aims can be the following: studies, employment, income earning, visitation, family reunification and medical treatment. No other choices are possible. Hereinafter, the most popular cases will be described. Even though visitation is also rather common, this possibility is not going to be described carefully because in case of visitation the Hungarian citizen inviting the foreigner is in charge of the insurance of the foreigner's secure background.

In the case of the students

“Visa for study purpose can be obtained by foreigners who wish to enter Hungary to pursue studies in higher education or at scientific research institutions, or who intend to participate in a training or retraining aiming at preparing for higher education studies. Those who enter for the purpose of study, teaching, scientific activities, training or retraining on the basis of an international agreement, international co-operation or international aid programme of governmental level are entitled to a visa of official purpose.” (From the website of the OIN.) The person can stay as long as studying in any full time educational institution in Hungary accepted by the state (secondary and upper education). *“The procedure aiming at issuing visa is subject to charges (50 EUR), which shall be paid in HUF or in any convertible currency used in the state where the application was lodged.”* (From the website of the OIN.) It should be claimed the time spent with studies in Hungary does not count in the “waiting time” before the possibility to apply for the settlement permit.

In the case of the employees

The state has to accept the future employee’s diploma or certificate of his/her highest education in Hungary. This is a long, difficult process. Then the company that offers the job has to hand in a so-called manpower requirement form to the competent Employment Centre. This institution tries to find a Hungarian employee for the given job for 30 days. Usually if an employer decides to employ a certain foreigner he or she tries to fill out the manpower requirement form in order not to make the job seem desirable for anyone. It is also common to set such requirements so that it is likely that only the chosen foreigner can fulfil them, for example knowledge of language or knowledge of the economic background of a certain country. Whatever the employer and the desired foreign employee try, the officers of the Labour Centres check to see if there is any acceptable reason for the requirements. For example if the employer requires the knowledge of Romanian language, the Centre would check if the given company has any business contacts to Romania that would make this a reasonable requirement. It is also common that the employers offer a very low salary in the form to make the job undesirable, but the Centre can reject this according to the list of

average wages in every profession. (The foreigner should be especially desired for the employer for them to undertake all of these steps.)

If they succeed, the foreigner can hand in an application for a work permit to this centre. The work permit can be obtained within 30 days. For this he/she has to prove that they have accommodation: *“The application for visa shall be lodged on the standard form to which it is necessary to attach:(...) a valid employment permit issued by the competent employment authority of the Republic of Hungary; the labour contract concluded with your employer in order to certify the financial coverage of your residence; a certificate of property ownership, or a tenancy contract and the certificate of property ownership, or a document certifying accommodation ensured by the employer. (...) You shall indicate the correct address of your Hungarian place of residence in the application. The visa issuing authority may call upon you to certify the title of residence concerning the flat assigned.”* (From the website of the OIN.) It should be made clear that this demand is very contradictory. Foreigners cannot easily buy property in Hungary. The only realistic option is to sublet; it is not common to rent an apartment legally in Hungary. This is problematic since accommodation should be proved with the rental contract and the bills. Furthermore the office looks into whether the foreigner pays a realistic sum of money for the apartment. The Office only accepts staying with relatives if the relationship is proved by official papers (birth certificate, etc). Staying at friends is out of the question.

After this the person has to return to his/her own country to get a so-called labour visa. The Hungarian embassy or consulate sends this to the Hungarian Ministry of the Interior who gives the permit within 4-5 weeks. This way the person gets the residence permit for one year. During this year he/she still has to prove legal accommodation and income that should be more than the minimal wage (HUF 62 500 ~ € 231,5). The law is not really detailed in this case, the Immigration office defines the person who can get residency permit as the one who: *“...can certify that his or her residence and livelihood in Hungary is ensured...”*.

After one year of residency the person can apply for settlement permit. This is the stage where he/she has to prove Hungarian ancestors: hand in the birth and marriage certificates' official translation and the medical results. This takes 120 days. If everything is found to be in order the person gets an Identity card and a stamp in his/her passport. People with immigration permit are entitled to certain rights such as

the right to buy property and continuous working permit. The immigration permit is valid for five years. If everything is in order this is extended automatically.

According to the new regulations, immediately after obtaining the settlement permit the person can apply for Hungarian citizenship. The last step is to pass an exam about the Hungarian administration, the Constitution, the language and the culture. It costs HUF 28.000 (~ €132). As mentioned above, those who can prove that they were studying in Hungarian language schools do not have to pass the exam.

In the case of the self employed (“income earning activity”)

“Those activities are considered aiming at income earning that fall outside the scope of employment (such as: self-employment, private enterprise, agricultural activities).” (From the website of the OIN.) The process is very similar to the one described above, except in this case the profitability of the enterprise must also be proved. It is also advisable that the person should have at least one Hungarian employee, but more is the better. *“You have to know that the application for issuing the residence permit or for extending its validity can be approved if your income earning activity is economically advantageous for the Republic of Hungary or if it represents scientific or cultural values.”* (From the website of the OIN.)

In an optimal (but not realistic) case an ethnic Hungarian can get Hungarian citizenship in 2,5 years.

The process of receiving a Hungarian citizenship for a non-ethnic Hungarian

The stages of the process are the same as mentioned above. Differences only occur in the timing. Non-ethnic Hungarians can only apply for a settlement permit after 3 years of residency. Applying for the Hungarian citizenship is only possible 8 years after getting the settlement permit. In addition there is one very serious constraint: the person can only leave Hungary for 90 days every year in this period even if travelling is part of his/her job.

So for non-ethnic Hungarian third country nationals the shortest theoretically possible time to obtain Hungarian citizenship is 12 years.

A further opportunity

It is also possible to stay legally in the country and to get residency permit if the foreigner claims to have family members who are either Hungarian citizens or stay legally in Hungary. This is ensured by the Article 15. of The Constitution of the Republic of Hungary: *“The Republic of Hungary shall protect the institutions of marriage and the family.”* To fulfil this demand the Act XXXIX of 2001 on the entry and stay of foreigners in Chapter one defines what family member shall mean: *“Article 2 (e) family member shall mean — unless otherwise provided for in this Act — the spouse, dependant offspring, adopted or foster child of the foreigner, the child of his/her spouse, or in case of minors the parent and the dependant relatives on the ascending line of the foreigner and his/her spouse...”* (unofficial translation)

B) Volunteering / Voluntary Action

The non-profit sector is rather weak in Hungary because of the strict repression of social movements during the socialist era. It was not until 1987 that foundations were allowed to be established and in 1988 that the establishment of all kinds of organisations was permitted. After the transitions there was a rapid development in the NGO sector. The development can be well demonstrated with the number of organisations in the NGO sector, which increased up until 1997 but have been stable since then. The growth of the sector is also indicated by the fact that between 1993 and 2000 the number of employees of the NGO-s doubled (however it still accounts for less than 2% of the active Hungarian population). Although the activities of Hungarian NGO-s differ significantly from the Western European situation, there are also remarkable similarities.

According to the most recent data valid for the year 2003, volunteers mainly help at organisations set up in villages where volunteering is the main form of public help provided to the NGO-s. The number of organised volunteers was more than 400 000 by the year 2003. If we take the 34 000 000 working hours of these volunteers, it can be seen, that they made up for 16 000 full-time workers. From an other point of view, they increased the resources of the sector by 3,5%.

Definitions

Definitions of volunteering differ depending on what research is consulted, however unfortunately there was little research made in the field of volunteering. There are two main surveys what can be used. One of them is the 2004 project done by the National Volunteer Centre and the Non-profit Research Group, where a questionnaire about donation habits and voluntary activities was asked from 5000 randomly selected individuals over 14 years old. The aim of this research was to find out about the changes in this field since the last such survey in 1993.

In this case voluntary work was defined as: *“unpaid voluntary help given to people not included in one’s circle of relatives and friends, or to organisations”* (Kuti and Czike 2005, p. 4). This means that in this survey not only organised volunteering was examined. This type of research has the individual as its focus, however unfortunately according to methodological anomalies the results must be handled carefully.

The other type of research is done by the Central Statistical Office. They collect data on volunteering in two different types of surveys. One is the annual survey of the NGO sector, where all registered NGOs are contacted and asked to fill out a questionnaire. Normally 80% of the organisations return the completed questionnaires. From this valid data can be obtained on the number of organised volunteers, their distribution among the different types of organisations and other general indicators. Unfortunately, since the observation units are the organisations, not much can be known about the individual volunteers, such as age, gender, nationality, highest level of education, motivation for volunteering, etc.

The other survey made by the Central Statistical Office, is the regular time use survey (TUS). In this case volunteering for organisations, and time spent with volunteering informally (that is not in an organised form) are both documented. However, only the annual or daily time spent with these activities is available from this data, the exact nature of the activity or the profile of the organisation is not available. Luckily this data was analysed in a European comparison with 9 other countries in the framework of the EUROSTAT project.

Facts and Figures

Organised volunteering: In a European comparison organised volunteering is less common in Hungary than in other countries of Europe. Researchers explain this by reference to poor economic conditions, that is, since people need to use all of their time to work in order to make a living. However it can be seen that unemployment is high in Hungary and there is a large inactive population, which might indicate more time to volunteer.

Table 6. Average yearly hours spent on volunteer work among persons aged 20 to 74

	EE	HU	SI	FI	FR	BE	DE	UK	SE	NO
Volunteer work*	8	5	12	37	37	42	55	24	36	30
Among women	5	4	6	30	30	33	45	26	28	24
Among men	12	6	18	43	49	52	65	23	44	43

*Volunteer work is work for an organisation or work directed to people via an organisation. It is done free of charge or for a minor fee.

Data of the Central Statistical Office based on EUROSTAT data: How Europeans Spend Their Time, (2004)

Concerning the types of organisations where volunteers helped, both the data of the National Volunteer Centre and the Non-profit Research Group and the data of the Statistical Office's NGO survey can be used. In the first table every type of organised volunteering can be seen, regular as well as irregular activities.

Table 7. Percentage of volunteers volunteering for the different organisations in 2003

	Type of activity	%
1	Church	4,4
2	Sport, recreation	2,9
3	Culture	2,4
4	Healthcare and social care	2,3
5	Education	2,1
6	Environment and animal protection	1,6
7	Settlement development, housing	1,0
8	Public safety	0,6
9	Supporting trans-border Hungarians	0,5
10	Protection of civil rights and minorities	0,4
11	Professional employment advocacy	0,3
12	International relations, EU	0,1
13	Economic development	0,1

Data from Kuti-Czike (2004) p. 18.

It can be seen that the church the most significant place people choose to volunteer.

From the most recent, yet unpublished data of the Central Statistical Office a rather different pattern can be seen. In this case only the first seven organisational types were available. The differences of the data might be caused by the fact, that in this case only regular voluntarism was analysed. It should also be taken into consideration that this data was collected through the organisations and not through the individual volunteers. It is likely that when the individual interviewees mentioned the church as the organisation they have volunteered for, from the organisational aspect the given church was not contacted in the research, because it was not registered as an organisation. The cause of the differences between the two types of data might also be caused by the differences of the categorisation. The Statistical Office uses an internationally recognised categorisation of 18 items, whereas in the other research a slightly different type of categorisation was used.

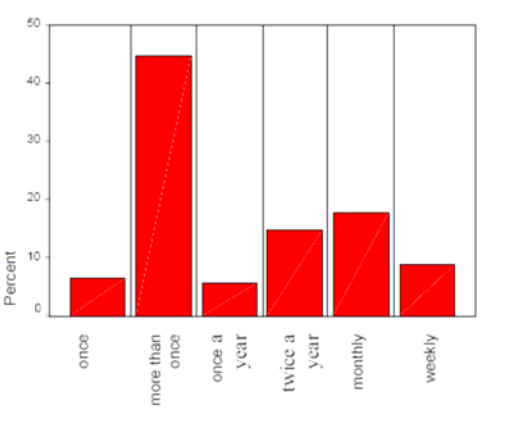
Table 8. Percentage of regular volunteers volunteering for the different organisations in 2004

	Type of activity	%
1	Free-time, hobby	14,9
2	Sport, recreation	10,8
3	International relations, EU	9,8
4	Social care	9,3
5	Trade unions	9,2
6	Culture	8,7
7	Public safety	8,7
8	Education	8,2

Yet unpublished data of the Central Statistical Office

It can be seen that regular volunteering is more popular at organisations dealing with leisure activities, whereas irregular volunteers tend to help mainly the church. To see the regular time spent with volunteering, a diagram from the donation and volunteering research can be used.

Diagram 1. Frequency of voluntary activities



In Hungary most of the people (about 45%) have volunteered more than once, however less than once yearly. Only about 30% of the volunteers do their activities regularly, on a monthly or weekly basis.

Concerning the socio-demographic background of the volunteers, mainly the younger 18-30, well-educated people are involved in such activities.

Non-organisational volunteering: In Hungary the amount of non-organisational voluntary work is about nine times the amount of the organisational one. In the two surveys giving this data, different definitions were used. In case of the Central statistical Offices EUROSTAT database, the definition is: *“direct help given by persons not arranged by any organisation”*. In case of the survey made by the National Volunteer Centre and the Non-profit Research Group the definition was: *volunteering not made for organisations, nor for friends or family members*. According to their results about 400 000 persons, almost 40% of the society was somehow involved in volunteering, of which 10,5% volunteered for organisations. From the following table it can be seen what kind of groups benefited from all types of volunteering.

Table 9. Beneficiaries of voluntary activities

Beneficiaries	The number and percentage of volunteers	
	Number	%
People known by the volunteers but not related to or friends with them	2 294 501	26,2
Individuals not known by the volunteers	500 646	5,7
Organisations	921 318	10,5
Settlement, local community	1 324 642	15,1

Source: Kuti-Czike (2004) p. 16.

The main group Hungarians volunteered for were their acquaintances and people from the given settlement or local community.

Table 10. Average yearly hours spent on informal help done for other households among persons aged 20 to 74

	EE	HU	SI	FI	FR	BE	DE	UK	SE	NO
Informal help*	84	64	49	67	55	33	51	56	50	49
Among women	78	50	37	73	55	37	53	65	56	49
Among men	90	80	61	67	61	29	49	46	44	43

*Informal help to other households is direct help given by persons not arranged by any organisation. This help is recorded only when mentioned in the diary that it was done for another household. Some help was not reported because it was given simultaneously with work for own household.

Data of the Central Statistical Office based on EUROSTAT data: How Europeans Spend Their Time, (2004)

It can be seen that this kind of volunteering is quite popular among Hungarians. The fact that people tend to volunteer more in an informal way can be explained by two different phenomena. One is the harsh mistrustfulness towards organisations, and this derives from the high level of corruption and the bad experiences of the socialist times. The other cause is the existence of activities based on reciprocity. In order to understand the phenomenon called *kaláka* in Hungarian, an example should be given: It is still common in Hungarian villages that if someone builds a house the men from the village help at the construction. The helpers all know, that they are also going to get the help from the owner if they need it for something. This type of work can be understood as an alternative currency, what can appear in case of several different activities such as babysitting, agricultural work, cleaning, cooking, etc. This is the type of work what appears in the surveys as help done for acquaintances, friends, family members and also for the local community.

Policy Framework

On the 1st of October 2005 the Act LXXXVIII. of 2005 on Public Interest Volunteer Activities came into force. The act was prepared and developed with the co-operation of relevant NGO-s in the field of volunteering. This is how the aims of the act are described by the Parliament: *“The Parliament recognises volunteer activities based on solidarity among members of society that express volunteer action of citizens and are pursued by individuals and communities without remuneration and for the benefit of others. In order to ensure that these significant social resources are more effectively mobilised to help achieve public purposes as well, the Parliament, through the creation of the present Act, establishes the basic rules of public interest volunteerism and by way of preferences and guarantees it encourages citizens and their organisations to participate in the achievement of societal tasks and public purposes. To achieve these objectives and establish the legal framework of social participation in public interest volunteer activities, the Parliament creates the following Act”*. (The Act was translated by ICNL / ECNL.)

Due to the new act volunteers are legally recognised and allowed to sign a bilateral contract with their organisations, which sets the guarantees and desired tasks for both parties.

This is what the act says about the contract:

“Article 6

(1) Public interest volunteer activity may be performed on the basis of a volunteer legal relationship established in a volunteer contract between the host organisation and the volunteer. The volunteer contract shall stipulate the

- a) description (content) and*
- b) place of public interest volunteer activity,*
- c) length of time assigned for work and rest,*
- d) allowances provided to the volunteer (...)*
- 5) The volunteer contract shall be concluded in writing if*
 - a) it is made for an indefinite time or at least 10 days (in the case of volunteers under 18 years of age or adults with a restricted legal capacity, for at least two days),*
 - b) the volunteer is provided allowances (...)*
 - c) the volunteer is utilised in construction work requiring a building permit,*
 - d) the public interest volunteer activity is performed abroad,*
 - e) the volunteer is a citizen of a state which is not a state party of the Agreement on the European Economic Area (except for persons recognised as refugees or persons in a refugee-like situation, immigrants or permanent residents, and direct line relatives or spouses of citizens of a state party of the Agreement on the European Economic Area),*
 - f) the right of either parties to immediate termination is restricted,*
 - g) requested by the volunteer,*
 - h) required by legal rule. ”*

It is important to know that it is not obligatory to sign (either in writing or in word) the contract, it is only a possibility for the volunteers and the organisations. The law describes the tasks of the two parties as follows:

“Article 8

- (1) The host organisation is obliged to provide*
- a) safe and non-hazardous working conditions,*
 - b) adequate rest time,*
 - c) information about and guidance for public interest volunteer activity, and opportunity to acquire skills and knowledge,*

d) *continuous and professional supervision of the public interest volunteer activity in the case of volunteers under 18 years of age or adult volunteers with a restricted legal capacity (...)*

Article 9

(1) The volunteer is obliged to

a) *perform the public interest volunteer activity in person, and in accordance with relevant legal rules, professional and ethical requirements and the instruction of the host organisation,*

b) *protect any personal data, trade or other secret he/she may have acquired while performing the public interest volunteer activity.*

(2) The volunteer shall refuse the execution of an instruction if it constitutes a direct threat to another person's life, health or physical integrity.

(3) The volunteer is not required to execute the instruction of the host organisation if it

a) *constitutes a direct threat to the volunteer's life, health or physical integrity,*

b) *is a violation of a legal rule or the volunteer contract.*

(4) If execution of an instruction is likely to cause damage, the volunteer is obliged to advise the person giving the instruction of the possibility of such damage. The volunteer is not liable for damages caused if he/she complied with such notification obligation.

An other important and innovative part of the act is the possibility given to foreigners to volunteer irrespectively of their status and nationality:

"... 6) A citizen of a state which is not a state party of the Agreement on the European Economic Area (...) may pursue public interest volunteer activity if

a)*the host organisation has concluded a liability insurance covering damages caused by the volunteer;*

b)*meals, accommodation and return transportation of volunteer is provided for; and*

c)*the volunteer is eligible to healthcare services or has an insurance covering the costs of healthcare services."*

According to the new law, the concerned organisations had to register themselves as volunteer-receiving organisations at the Ministry of Labour:

“Article 11

(1) The host organisation shall notify in advance the ministry responsible for the development of governmental social and civil relations (hereinafter: Ministry), by using the Notification Form shown in the Schedule of this Act, about

- a) utilising [“employing”] a volunteer,*
- b) any changes in data supplied on the Notification Form.”*

In order to help the organisations become familiar with the new regulations, the Ministry together with relevant NGO-s organised a “road-show” in several different parts of the country, where organisations as well as volunteers could get information. The National Volunteer Centre also has an email-hotline, where such questions are answered.

Generally speaking volunteering has started to become an important topic in the last year in Hungary and it can be seen that efforts are being made from the governmental as well as from the civil side to make volunteering more popular.

II. OVERCOMING BARRIERS THROUGH GOOD PRACTICE

A) Increasing the level of volunteering by immigrants (practitioners from different stakeholders)

Barriers to migrant volunteering / integration: In Hungary migrant volunteering is theoretically possible as demonstrated in the above chapter. The legal and policy environment is friendly and positive towards migrant volunteering. The problem is the lack of knowledge about the possibilities, but could be well solved with an awareness-raising campaign. The lack of knowledge about the idea of migrant volunteering was explored through minor action research.

During the research 29 NGO-s either dealing with immigrant or refugee related issues or working with volunteers were contacted. The list was probably not complete, however it contained all the migrant organisations having a website and the relevant volunteer ones. The director of the largest volunteer umbrella

organisation, the National Volunteer Centre was also asked whether there were any organisations among their members where migrants were volunteering. The results are rather simple: there is one single organisation where two refugees volunteer. All other organisations that have answered the research question (18 out of 29) gave negative answers. Despite the negative results, this minor research seems to have positive impacts. A great deal (10) of those organisations that answered the question claimed to find migrant volunteering a great idea and mentioned their plans to try this in the future.

Where organisations did not involve migrant volunteers, some reported on foreign volunteers helping them (5 organisations). These foreigners mainly came from Western Europe and the United States and studied in Hungary, or came directly to volunteer for a definite period of time. This should be seen as a positive result, since it means that some organisations already have experiences with foreign volunteers. This type of knowledge could be easily shifted to the practice of having migrant volunteers from other parts of the world.

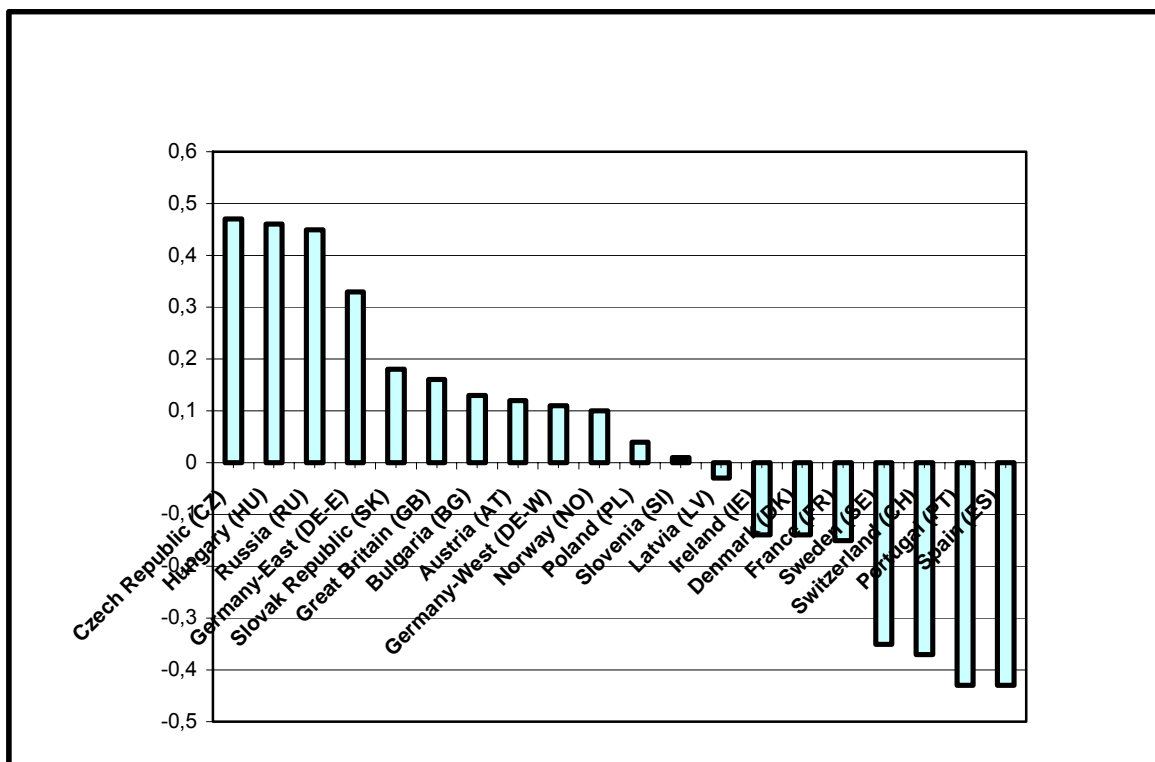
The other barrier of migrant volunteering beyond the lack of awareness is the severe xenophobia typical for Hungary. The harsh negative attitudes make it extremely difficult for foreigners to find their way in the country.

In international comparison, Hungary is the second on the rank of the countries according to the anti-immigrant attitude. Using the data of the 2003 research of the International Social Survey Program on national identity, an index was made (using the method of principle component analysis) showing anti-immigrant attitude. For this index the following variables were used:

	Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree Strongly	Can't choose
Immigrants increase crime rates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Immigrants are generally good for [COUNTRY'S] economy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Immigrants take jobs away from people who were born in [COUNTRY]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Immigrants improve [COUNTRY NATIONALITY] society by bringing in new ideas and cultures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Government spends too much money assisting immigrants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal immigrants to [COUNTRY] who are not citizens should have the same rights as [COUNTRY NATIONALITY] citizens.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All the above variables fit in the principle component, what preserved 48% of the original variables' heterogeneity. In order to see how people think about immigrants, an index was made, giving a high value to those having negative attitude towards immigrants, and a low to those with positive feelings about immigrants. When comparing the European countries taking part in the survey, the following rank order appears.

Diagram 2. Means of Anti-immigrant Attitude in Different European Countries, Database: ISSP 2003



From this, it can be seen that in a comparison of European countries Hungarians have the second highest anti-immigrant attitude.

The aim of integration should be the fight against these kinds of attitudes, and migrant volunteering could be a perfect means to change the views about foreigners according to the confrontation theory in social psychology, however the attitudes what should be fought against are the ones hindering action.

Good practice examples and criteria for good practices

The criteria for good practices were the presence of migrant volunteers. Those foreign volunteers who arrived to the country directly to volunteer or did volunteering besides their studies and were not planning to stay in the country for a longer period were not considered to be immigrants in this respect.

One of the two presented good practices is the only NGO found during the minor research having migrant volunteers. In this case we cannot talk about a project targeting better integration, but a spontaneous initiative.

Good Practice 1. The only organisation found during the minor action research having migrant volunteers was the Mahatma Gandhi Human Rights Organisation with its' two refugee helpers. From the introduction given on the organisation's homepage their aims can be understood: *"The Mahatma Gandhi Human Rights Organization was established in 1992 to represent the rights of refugees and asylum seekers and to provide them with administrative help. We organize different cultural and sport events in order to have a more tolerant and more friendly atmosphere towards foreigners. The primary objectives of the movement are the defending of the refugees' human rights as well as - by organising cultural programs - the establishment of a more tolerant, more friendly atmosphere in the society. Corresponding to these objectives, in one hand we give legal assistance to the asylum seekers, organise integrating projects in the field of education and sports, while in the other - with cultural programmes and campaigns - try to shape the Hungarian mentality and ease the adaptation of the foreigners arriving to the country."* The organisation set up the "Football Against Racism" campaign in Hungary and they funded their own football team in 1994 with refugee-players, which is supported by the UNHCR. The team, called African Stars was second in 2004 in Italy at the Antiracism World Cup.

About 10 volunteers help the organisation regularly, half of them are Hungarian, three are foreigners studying in Hungary and a refugee from Iran and one from Nigeria have been helping for three years. The volunteers mainly do administrative work. The organisation is supported by the following establishments:

- Consulate of the Gambian Republic
- Embassy of South Africa
- Embassy of the Kingdom of the Netherlands

- Embassy of the Republic of India
- Embassy of the Republic of Nigeria
- European Council on Refugees and Exiles
- Hungarian Methodist Church
- Hungarian Parliament - Committee of Minorities, Human Rights and Religions
- Hungarian Parliament - Department of Social-politics and Housing
- Ministry of Education
- Ministry of the National Cultural Heritage
- Office of the Major Budapest
- Soros Foundation, Hungary
- Sport Against Racism in Europe Association, Sheffield
- United Nations High Commissioner for Refugees, Hungary
- 14. district Office of the Major, Budapest-Zugló

According to Mr. Gibril Deen, director of the organisation, they did not think particularly about integration in connection with the volunteering refugees, their primary aim was to help these people feel themselves better in Hungary. During the three years of common work the volunteers have learned the Hungarian language.

Good practice 2. The second good practice is a completely individual initiative without any funding. It is based on the co-operation of two persons working at a governmental and a non-governmental organisation. Its basis is an EQUAL-project run by the Menedék Association for Migrants. Judit Fekete, co-ordinator of the EQUAL project describes its objectives as follows: *“The main idea of the project is to provide a complex service for asylum seekers: besides seven weeks of intensive language teaching, the participants take part in a one-week training of labour market orientation. During the program, the Menedék Association and the Cordelia Foundation provide psycho-social assistance for the participants.*

The program is experimental: we repeat it four times in two towns: in Debrecen and in Békéscsaba – where two of the reception centres can be found. Each time the new course contains the conclusions and the modifications of the previous one. Twenty participants take part on each course. By the end of the program, eighty people will be trained.”

The problem of the project might be that until the asylum-seekers obtain refugee-status, they are not eligible to work, so they are not able to benefit directly from the project. This awkward situation gave the idea to András Kováts, program director of Menedék and Tamás Jáczkú, vice-president of the Hajdú-Bihar County Labour Centre to start their initiative. Due to the new act on volunteering (see above), asylum-seekers are entitled to volunteer while they are not eligible to work. Mr. Jáczkú has organised the possibility to receive volunteering asylum-seekers at the Hajdú-Bihar County Labour Centre. In the first round volunteers were recruited from the group of asylum-seekers taking part in the training provided by the EQUAL project. The four places set up for volunteers have been filled, and according to the experiences of all of the parties, the initiative is a great success.

To understand the advantages of this initiative, the current situation should be described. On the one hand it should be known that unemployment is rather high in Hungary. Compared to the almost 4 million employed, there are 263 000 unemployed, the unemployment rate is around 6,3%. In the region of Hajdú-Bihar County this rate is even higher than the average at 7,6%. The Labour Centre's task is to mediate between the employers and the unemployed and they also manage the subsidising of the unemployed.

This initiative is a unique event in several different respects. First of all it had never happened before in Hungary that a governmental organisation became a registered volunteer workplace. It is also important that in this way the volunteering refugees are able to have contact with the members of the host society without feeling themselves to be on the receiving end of help. They also have a possibility to live a normal life and get experiences about the country outside the reception centre, where the other asylum-seekers spend most of their time, waiting for the decision about their status.

It is a further achievement that the Hungarian customers of the Labour Centre get positive impressions of the refugees that can work against the serious xenophobia present in Hungary. The volunteers have a possibility to get familiar with the Hungarian language and they also become trained employees with considerable practice in the field of administration which gives them far greater opportunities to find paid work than without this kind of experience.

On the other hand, the Labour Centre gets valuable help that can improve the quality and efficiency of their work. It should also be seen how the presence of these people at the Labour Centre can have a positive influence on those refugees who are trying

to find a job and can get help from their fellow nationals or at least other refugees who are able to understand their special problems. Last but not at least, the employers also get positive experience with refugees through the Labour Centre, what can encourage them to employ refugees.

From another point of view volunteering as such can be promoted by being present at a governmental organisation. It can be a good example shown to the unemployed using the Centre's services, to try to do volunteering until they can find a job. There is a further aspect of the idea's transferability. Having volunteers at a governmental organisation can lead to the positive situation where the officers have enough time for their clients. The presence of volunteers can also make the normally rigid atmosphere of these establishments somewhat friendlier what would help both the customers and the workers, not mentioning the lack of public confidence in these organisations, which could be raised by the presence of volunteers.

III. Learnings / Conclusions: Recommendations to practitioners and policy makers

Discussion of transferability of good practice in other contexts / with other target groups

In Hungary the idea of volunteering as a means for integration is highly transferable to other contexts. As mentioned above integration of foreigners is not as big problem as the integration of the Roma minority, who also have to face hostile attitudes. Since unemployment is much higher among the Roma population than among the whole society, it would be a good idea to involve Roma in volunteering. Of course not exclusively Roma should be targeted, but all unemployed people should get the opportunity to try volunteering.

It would also be meaningful to extend the idea of volunteering at the Hajdú-Bihar County Labour Centre to other governmental organisations around the country for the above reasons.

If the asylum-seeker volunteers at the Labour Centre succeed, it could be promoted in the reception centres, that asylum-seekers are allowed to volunteer, and maybe the leadership of the reception centre it self, or NGO-s in this field could organise volunteer-places for the asylum-seekers.

Recommendations to practitioners

Promotion would be the most important recommendation for practitioners. It seems that the idea of migrant volunteering is not even known among those working in the NGOs of this field. If information on the Hungarian or foreign examples is disseminated there would be a greater chance that organisations would engage with the possibility of starting volunteer initiatives. It can be said that in Hungary the situation is set for migrant volunteering, only those concerned do not exploit the possibility. Organisations should get the information on how they could benefit from this facility (for example their Hungarian volunteers could learn foreign languages from the migrants during common work). Migrants should be informed as well about the possibility of volunteering. There would surely be several applicants if the facility would be known.

IV. Contact lists of partners / expert groups / useful organisations – to nurture networking

List of partners

Partner's Name	Organisation	Homepage	Email
Zsolt Belánszky-Demkó	Menedék Association for Migrants	www.menedek.hu	belanszky@menedek.hu
Judit Fekete	Menedék Association for Migrants	www.menedek.hu	Fekete.judit@menedek.hu
András Kováts	Menedék Association for Migrants	www.menedek.hu	kovand@mtapti.hu
Judit Zatykó	Menedék Association for Migrants	www.menedek.hu	juditz@freemail.hu
Dr. Tamás Jáczkú	Hajdú-Bihar County Labour Centre	www.hajdummk.hu	jaczkut@lab.hu
Dr. Judit Tóth	University of Szeged	www.u-szeged.hu	skula@juris.u-szeged.hu
Dr. Orsolya Kisgyörgy	Ministry Of Labour	www.fmm.gov.hu	kisgyorgy.orsolya@fmm.gov.hu
Luca Váradí	Menedék Association for Migrants	www.menedek.hu	varadiluca@gmail.com
András F. Tóth	National Volunteer Centre	www.onkentes.hu	ftoth.andras@onkentes.hu

List of relevant organisations

Organisation	English name	Homepage	Email
Menedék Egyesület	Menedék Association for Migrants	www.menedek.hu	menedek@menedek.hu
Mahatma Gandhi Emberi Jogi Egyesület	Mahatma Gandhi Human Rights Organisation	www.gandhi.atw.hu	budgandhim@yahoo.com
Magyar Helsinki Bizottság	Hungarian Helsinki Committee	www.helsinki.hu	helsinki@mail.datanet.hu
Cordélia Alapítvány a Szervezett Erőszak Áldozataiért	Cordelia Foundation for the Rehabilitation of Torture Victims	www.cordelia.hu	cordelia@chello.hu
Artemisszió Alapítvány	Artemisszió Foundation	www.artemisszio.hu	artemisz@artemisszio.hu
ENSZ Menekültügyi Főbiztosság, Budapest	United Nations High Commissioner for Refugees, Budapest	www.unhcr.org	hunbu@unhcr.org
Autonómia Alapítvány	Autonomia Foundation	www.autonomia.hu	autonomia@autonomia.hu
Baptista Szeretetszolgálat Alapítvány	Hungarian Baptist Aid	www.baptistasegely.hu	hbaid@hbaid.org
Demokratikus Jogok Fejlesztéséért Alapítvány	Foundation for the Development of Democratic Rights	www.demnet.org.hu	info@demnet.org.hu

Nemzetközi Migrációs Szervezet	International Organisation for Migration	www.iom.int	mrfbudapest@iom.int
Oltalom Karitatív Egyesület – Krízis Menekültszálló	Oltalom caritative Association-Crisis Refugee Hostel	www.oltalom.hu	oltalom@oltalom.hu
Via Pacis Nemzetközi Ifjúsági Egyesület	Via Pacis International Youth Association	www.viapacis.ngo.hu	viainfo@viapacis.ngo.hu
Afrika-Ázsia Fórum Egyesület	Africa Asia Forum Association	www.africa-asia.hu	info@africa-asia.hu
Multikultúra Egyesület	Multiculture association	www.multiculture.hu	krisztina@multikultura.hu

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