



COUNTRY REPORT

HUNGARY

POLITICAL BACKGROUND

- Right wing FIDESZ-KDNP government has 2/3 majority – prime minister (still) Mr Viktor Orban.



EPSU AFFILIATES AND LEADERS



Childcare



Electricity industry



Public utility



Cultural sector / SZEFP



Water public service

EPSU HUNGARIAN AFFILIATES AND THEIR TRADE UNION DENSITY AND TENDENCY



25 %



25 %



35 %



15 %



60 %



MOST IMPORTANT QUESTIONS OF LABOUR RELATIONSHIP

- **SALARY / WAGES** all sectors
- **Childcare:** job security, work clothes, vaccination, institutional financing
- **Electricity:** „Slave low” = Labour Code, / Labour market situation – brain drain (domestic multinational and small companies and Western Europe)
- **Utility:** Nationalization caused major disturbances. Transformation, and merger of companies still in progress.
- **Cultural:** No SOCIAL DIALOGUES. Work conditions should comply with the law.
- **Water:** outsourcing, integration, problems from several kinds of ownership.



STATUS OF THE SOCIAL DIALOGUES



- The **institutions exist** (local, sectoral, national level), but **dialogues are mostly formal!**
This means:
 - Proposals are not shared with TU-s.
 - No real social dialogues.
 - Government uses those bodies as a platform of sharing information after their decisions.
- No **cultural sector social dialogues**, because it is not compulsory.
- Except **electricity sector**: which approved a 2018 salary and stress agreement.
- New body: KV KF (Public Utility Consultancy Forum)

COLLECTIVE BARGAINING PROCESSES:

GENERAL PROBLEM – Legal background:

- **Public sector (Public Sector Act):** Public Sector Code does not give a statutory mandate for sectoral collective agreement.

Employer Federations are missing too...

- **Private sector (Labour Code):** The sectoral collective agreement right exists.



Childcare sector: Local level collective agreements cover 30 % of the workers.



Electricity sector: agreement was modified, and expanded.



Public utility sector: local levels – long term salary increase (e.g: 6 % each year for the coming three years.)

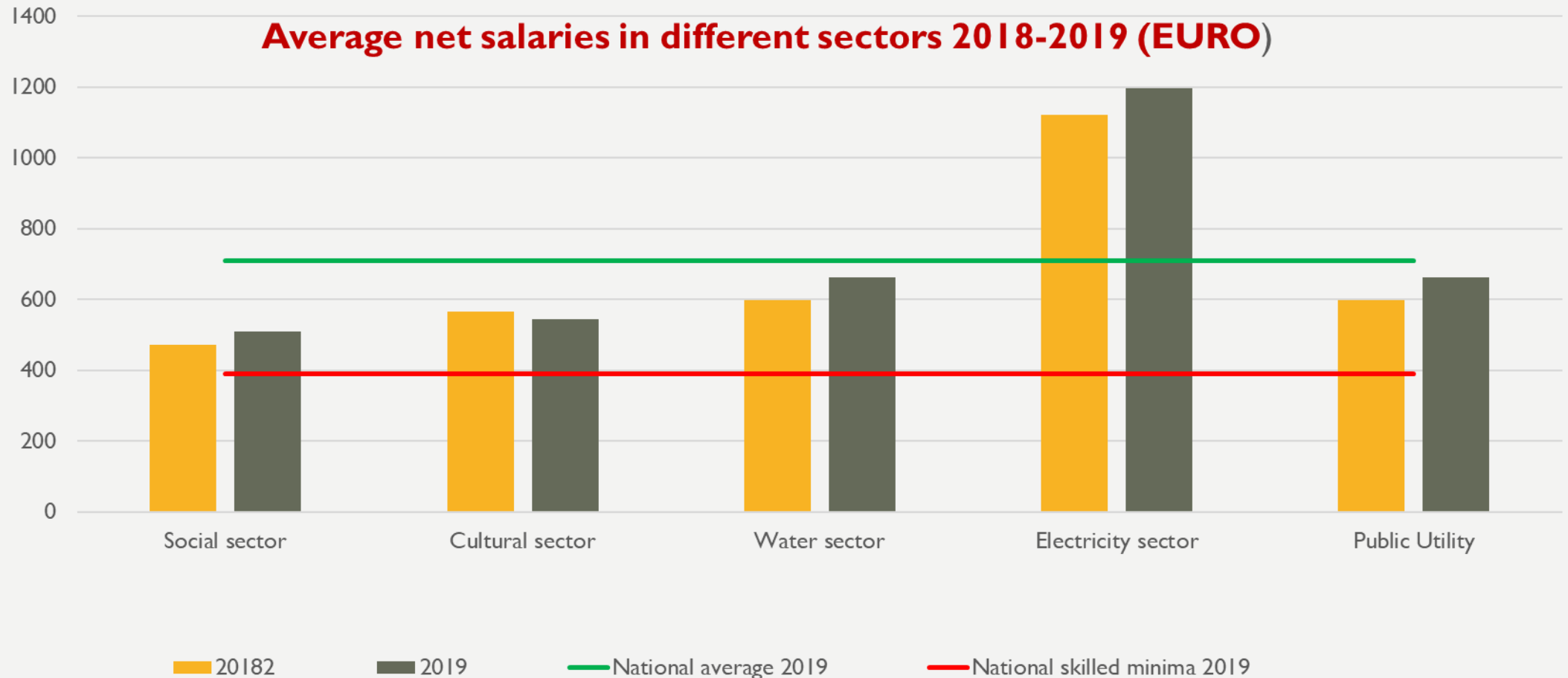


Cultural sector: Concerning the work safety bonus, workplace agreements outside the framework of Coll.Agr.



Water: Multi-employer Coll.Agr. in the sector covering more than 50 % of the employees.

DATA AND INFORMATION RELATED TO SALARIES 2018-2019



TRADE UNION ACTIONS

- **Childcare**, since strike (2016) members are passive – **NO SECTORAL ACTION**, only joint action against the „Slave law”, and protest and a tax increase of the cafeteria system.
- We had a process at Ombudsman, because no insurance coverage during the strike – Ombudsman said, „Yes, it is a problem, but I have no right to do something!”
- Became a member of the National Public Services Strike Committee – **BUT NO STRIKE YET** - Reason: no agreement with the government about the minimum service during the strike!
- **EVDSZ**: main organisers lot of demonstrations (against for cafeteria tax increasing, slawe law,) which became confererations actions with support other Tus.
- 1st May – Demonstrations - „Decent Work, Decent salaries”
- **Utility**: Several actions for recruitment last year.
- **Cultural**: 4 own demonstartions last year: fight for a salary increase, and protest against the government because it paralyzed negotiations, and 3 joint TU action against the slave low, and cafeteria tax increase.
- **VKDSZSZ**: There were no significant actions, except one affiliate (goal: Salary Raising)







Thank you for your attention