

The background of the slide features abstract, flowing waves in shades of red and yellow, creating a dynamic and modern aesthetic. The waves are layered, with some appearing more prominent than others, giving a sense of depth and movement.

COUNTRY REPORT

HUNGARY

POLITICAL BACKGROUND

- Election: 8 April 2018
- Right wing FIDESZ-KDNP government has 2/3 majority – prime minister (still) Viktor Orban.
- Most citizens thought that Orban cheated at the election . ➡
- Demonstrations..., nothing happened....
- TU s never favoured by Orban.



EPSU AFFILIATES AND LEADERS



Childcare



Electricity industry



Public utility



Cultural sector



Water public service

EPSU HUNGARIAN AFFILIATES AND THEIR TRADE UNION DENSITY AND TENDENCY



28 %



25 %



41 %



15 %



60 %

MOST IMPORTANT QUESTIONS OF LABOUR RELATIONSHIP

- **SALARY / WAGES all sectors**



Childcare: safe work conditions, work clothes, vaccination, institutional financing



Electricity: 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: KVKF (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.)



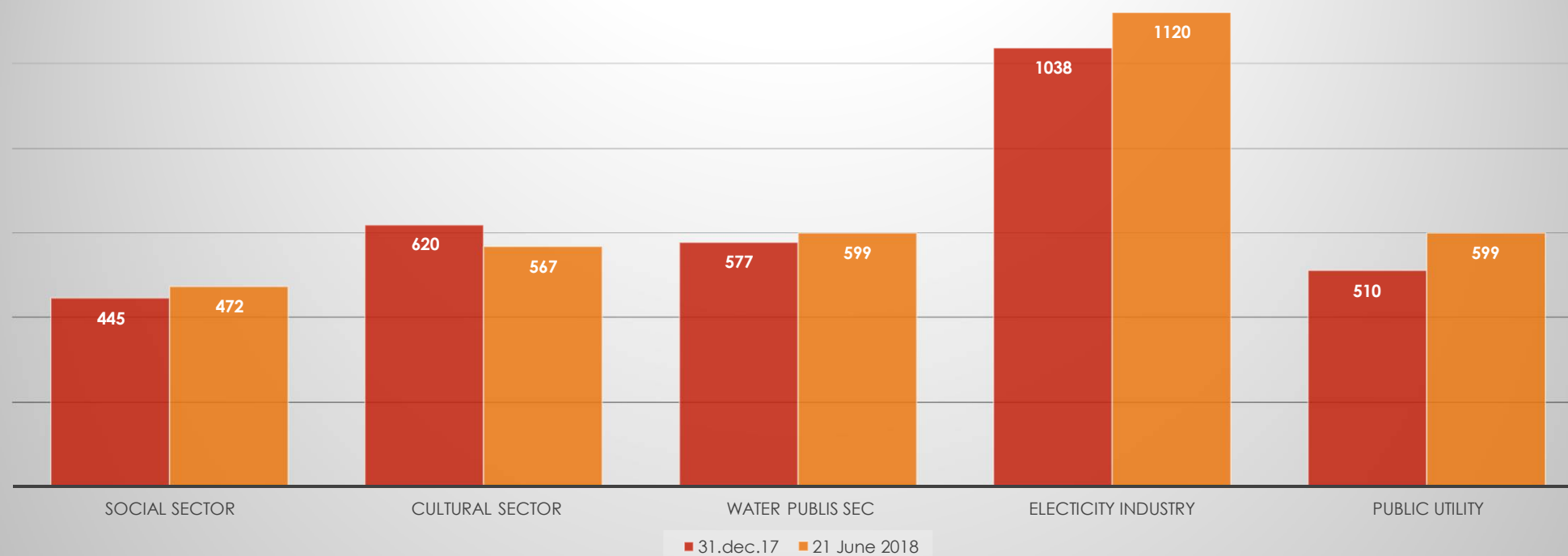
Cultural sector: Concerning the work safety bonus, workplace agreements outside the framework of Coll. Agr.



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

DATA AND INFORMATION RELATED TO SALARIES 2017-2018

Net salaries in different sectors (€) (2017-2018)



TRADE UNION ACTIONS



Childcare, since strike (2016) members are passive – NO REAL ACTION
Started a process at Ombudsman, because no insurance coverage during strike



EVDSZ: Unlawful dismissal of an official (Ferenc Kovács President of Heating TU Tatbánya)



Utility: Several actions for recruitment last year.



Cultural: 4 demonstrations last year: fight for salary increase, last demonstration – handing over petition with 3000 signatures.



VKDSZSZ: There were no significant actions.



PARTICIPATION OF INTERNATIONAL CAMPAIGNS 2017-2018



International Woman day – gender pay gap



Health not for sale!





Thank you for your attention