

2015

Annual Review of Labour Relations and Social Dialogue Hungary

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- After a bad start at the beginning of 2015, with public support at its lowest point ever, the third FIDESZ-KDNP government was able to reverse the trend thanks to its harsh policy on refugees.
- Left wing and liberal opposition remains as weak as before and has not been able to successfully set their own agendas.
- The country's economy in 2015 was in a period of stagnation. While industrial production increased, the state budget deficit grew and did not meet the Maastricht criteria in all points.
- Wages of workers, especially public employees, of various sectors are on the bottom-line; collective bargaining in the public sector is more a one-sided public relation theatre than real bargaining. Employers' organisations and unions say serious government consultation with social partners prior to taking decision with impacts on business and wages are lacking.
- The most important development concerning trade unions was their improved capacity to formulate relevant policies after the merger of two of Hungary's six trade union federations into the new Hungarian Trade Union Confederation (MaSZSZ) in November 2014.
- Unions were able to set an agenda in public discourse more often than in previous years. However their policy-making capacity and public role is still weak.
- Two main topics regarding sectoral issue were high on the agenda: first, the dramatically bad situation regarding working conditions and wages in the health care sector; and second, a campaign and public petition in support of early retirement for men, initiated by four of the five confederations. This was an important milestone for a better cooperation between unions but the referendum was rejected by a court even before the required number of signatures to initiate a plebiscite was reached.



Content

- Socio-economic developments
- State policies
- Industrial relations
- Tripartite social dialogue
- Forecasts

Annex - Information about:

- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



1. SOCIO-ECONOMIC DEVELOPMENTS

The Government maintains that the economic upturn started in Hungary in 2014 but opposition experts predicted a decline for 2015 because real economic production is missing. Overall GDP growth is not negative like in previous years but after a good start in 2015 it increased by only 2.3 per cent in Q3, the slowest pace since Q2 2013, and remained weak in Q4. This is above the average of the EU but lower than economic growth in the region. Business confidence fell to a nine-month low in November. At the end of November, the government proposed a drastic reduction to the country's banking tax, which is the highest in Europe, and additional measures to incentivize greater lending. The move is in line with Prime Minister Viktor Orbán's promise to create a more investor-friendly climate in the country. However, according to the latest report on Hungary prepared by the EU Commission in July 2015, net foreign direct investments have slowed down, particularly in greenfield inflows (1,079 million € in 2015). This is mainly because of the instable and less predictable legal environment. It can be said that the measures undertaken have not shown the results the Government and government-friendly observers predicted.

According to the Hungarian Statistical Office the country's trade surplus decreased to around 600 million € in November of 2015 compared to a 650 million € surplus a year earlier, as exports went up by 8.3 per cent while imports rose at a 9.6 per cent. Mainly because of higher exports in the second half of the year, overall industrial production grew by 8 per cent in 2015. However the number of new companies decreased by 16 per cent and 20 per cent more companies closed down than in 2014. This is a sign that not only foreign investment is carefully listening for legislative steps that

are really able to build trust but also internal investors have a "wait and see attitude". Interest in establishing companies is shrinking, which is an important change from previous years when Hungarians always showed large interest in establishing start-ups.¹

The construction sector was the winner among economic sectors in 2015. According to the employers' organisation MGYOSZ the construction sector's production increased by 8 per cent while the retail sector's performance was weak, at 4.8 per cent (until August 2015). This is highly likely a result of pushing back illegal commerce by introducing a new system of online cash registers in 2014, which could have generated a 0.3 per cent impact to the GDP each year as well as probably a result of the significant restriction against shops opening on Sunday.

Public debt remains high. After decreasing from 80 per cent of GDP to 76 per cent in 2014, it increased again to 78 per cent of GDP in 2015. In absolute figures, calculated in Euros, it is at the highest level in the last five years². The European Commission has requested more incentives and political strategies to decrease the public debt.

Most of the privatisation happened mainly under social-liberal governments and directly after transformation to a market economy between 1990 and 2010. The first FIDESZ Minister of National Development, Tamás Fellegi, said in 2011 that instead of selling the remaining few state-owned assets the "Government plans to increase the overall value of state-owned assets".³ In line with this there were some rumours and first signs that the Government will attempt to get back control of energy (gas supply, water and electricity). On the other side, FIDESZ declared in the summer of 2015 that it planned to sell 400,000 hectares

¹ <http://www.mgyosz.hu/hu/index.php?lang=hu&fo=2&al=3&url=../gazdhirek/20160108/igy-tunnek-el-a-magyar-cegek.htm>

² <http://countryeconomy.com/national-debt/hungary>

³ <http://blogs.wsj.com/emerging europe/2011/05/13/privatization-has-ended-in-hungary-minister-says/>



of state-owned land by the end of the year. This is more than half of all state-owned land, but only 7 per cent of total agricultural land (both state and privately-owned) in Hungary according to a study by Tamás Boros on behalf of the Friedrich Ebert Foundation.⁴ This was surprising for many people, including FIDESZ voters, as the Government's rhetoric was always to keep "holy" Hungarian land as a common good. According to the most recent information from media, a large percentage of the 400, 000 hectares were sold to friends and families of FIDESZ and relatives of Prime Minister Orbán.

There was no inflation in 2015, mainly as a result of the very low global oil prices; rather there was deflation of 0.5 per cent. Even food prices increased by only 2.5 per cent compared to 2014. At the same time there was only a very small nominal growth in average wages.⁵

The public works program seems to be the centrepiece of the labour-market policy under the Orbán government. It should provide some prospect of employment by giving work to about 200,000 unemployed people. However, participants have to do unskilled work under precarious conditions and for very modest money. The programmes have a cost of 600 million € from the state budget. Most of the participants are long-term unemployed people, often from disadvantaged regions and often members of the ethnic Roma minority who are no longer prepared for re-integration into the primary labour market. The main beneficiaries of the programme have been local mayors who are provided with access to cheap labour to perform communal work, which produces competition to regular labour and weakens the bargaining power of unions in the affected sectors. However, not all mayors are satisfied with the additional administrative work load from the programme.

Due to the public work programme, insecure workplaces, short-term contracts and self-employment of the formerly unemployed, the employment rate grew by 2.5 per cent (from Q1 to Q3 2015) but it remains, at a very low level of 56.6 per cent (63.7 per cent for men and 50 per cent for women).

Unemployment declined in Q3 2015 by 39,000 people to an unemployment rate of 6.4 per cent (6.1 per cent for men, 6.7 per cent for women), one of the lowest levels since transition to the market economy.

The reduction of unemployment and the rising employment rate is also a result of the increasing number of Hungarians working abroad. In the longer run this has a negative impact on tax and pension fund revenue, which will maintain or even increase future poverty. Finally, the increasing brain drain of educated and skilled people is already creating shortages in the qualified work force in many sectors (automotive production, other metallurgic professions, IT specialists, chemical workers, physicians, nurses, and others). This turned out to be a major obstacle to economic development in 2015 and perhaps beyond.

The minimum wage for 2015 was 105,000 HUF (around € 334), which is €4 higher than 2014; it is stable but on a low level at around 45 per cents of the average wage.

The wages of women are, on average, 20 per cent lower than men's wages but there are no recent figures available yet. The average net wage is around 165,000 HUF (€ 507), which means there was no significant change in 2015. There is a correlation between low average wages and the public work scheme: due to public workers very low remuneration and non-productive work, public work drastically decreases the average wage and productivity level in Hungarian statistics.

⁴ <http://library.fes.de/pdf-files/bueros/budapest/12145.pdf>

⁵ Ebd.



Taking the employment rate, the unemployment rate, minimal wages and average wages into consideration it is not surprising that no progress has been achieved in fighting poverty, and due to the above-mentioned political decisions, future welfare is also at risk. Instead of searching for future-oriented solutions, window dressing is done: the poverty line/breadbasket amount for a single person in 2014 was 87,300 HUF (around 290 €) according to the Hungarian Statistical Office. In 2014 the Statistical Office decided to fundamentally reform the method of calculation on dubious grounds. The newly developed model resulted in a much lower calculation for the breadbasket amount. According to Zsuzsa Ferge, a Hungarian expert on poverty and social exclusion, the number of people in Hungary living below the poverty line will be cut in half by changing the figure to 76,000 HUF per month (calculated with the average Euro exchange rate, this would be about 242 € this year). In 2012, around 3.5 to 4 million people were classified as very poor⁶; by changing the measurement there would be only around 1.5 to 2 million according to Ferge.⁷ In her view the calculation should take into account not only food but also housing and cultural expenditures and this means that a family with two children would need a minimum of 700 to 900 €. With the new model the Statistical Office calculated this at 500 € instead.⁸ This difference statistically solves the problem of poverty, but not in reality.

But independently from these calculations, poverty was obviously on a high level in 2015. Based on Eurostat⁹ data Hungary in 2014 was the fifth poorest country in Europe in 2014, with 33.5 per cent of its inhabitants living in poverty (Bulgaria, 48 per cent; Romania 40.4 per cent; Greece 35.7 per cent; and Latvia 35.1 per cent). The dilemma is that poverty reproduces itself. Most of the people living in poverty have lived there for such a long period

that their children never learned that decent work and participation in economic, cultural, political and social life is an option. This is especially true for the Roma population, which have been the majority of the poorest and most disadvantaged people for generations.

2. STATE POLICIES

By and large, the second Orbán second government's institutional reforms between 2010 and 2014 have led to an over-centralization of decision-making. This created bottlenecks at the top and has facilitated political patronage.

As FIDESZ lost all intermediate elections after autumn 2014, it lost its two-thirds majority; therefore no major reforms, that need a qualified majority, were undertaken in 2015. The negative behaviour of a number of politicians (suspicion of corruption, sexual harassment, and brutality against his wife) and several poor political decision (introduction of a new internet tax that was then withdrawn after a wave of public protests and a law that penalises violence against women within families, which was introduced because of public protest), resulted in a quite negative public opinion against the Government.

The start of 2015 was one of the worst periods for the ruling government since it took power in 2010. A poll of party preferences¹⁰ taken in in April 2015 showed that only around 24 per cent of all potential voters would vote for FIDESZ if the election was held on the next Sunday; MSZP had 10 per cent, and other left wing parties together had around 7 per cent, while the radical right wing party would have reached 15 per cent; 40 per cent of those polled were indifferent.

But instead of undertaking reforms, the third FIDESZ government continuously strengthened the economic influence of their own supporters, while the leading group around Orbán

⁶ <http://www.szociologia.eu/oriasi-nyomor-magyarorszagon>

⁷ <http://24.hu/kozelet/2015/12/05/magyar-csoda-eltunik-a-magyar-szegenyek-fele/>

⁸ <http://www.ksh.hu/docs/hun/xftp/idoszaki/letmin/letminimuszamitas.pdf>

⁹ http://bbj.hu/economy/eurostat-1-in-3-hungarians-at-risk-of-poverty_87616

¹⁰ <http://www.tarki.hu/hu/research/elect/index.html>



tried to keep a subtle balance between nepotism and division of power. A signal was that an internal fight between one group of former intimates of Orbán and Orbán was initiated in February 2015. All the businesses of Lajos Simicska, one of the richest and most influential persons in Hungary since 2010 whose companies regularly won most valuable (EU) tenders for infrastructure investment and developments, were restricted from participating in tenders after a parliamentary vote. Simicska, with many large private media behind him, started a campaign against the Government in February 2015, which gave publicity to the conflict between him and friends of Orbán. Some of the legal investigations are still ongoing though Simicska won the legal issue that restricted his companies from tendering.

As reported in 2014, FIDESZ has introduced a model of “illiberal democracy”¹¹. As a part of this, the Government started an attack against some of the remaining independent “liberal” NGOs. Several tax audits by the National Tax Office (NAV) took place but all of them ended in 2015 without any grounds for suspicion.

One political aim of the Government is to increase Hungary’s independence from other countries by increasing energy independence. Therefore, it was decided in 2015 to buy back shares from companies producing and providing electricity, like the German-based RWE, and to increase nuclear power production by building two more reactors at the one and only nuclear power plant in Hungary in Paks. Orbán signed an agreement in 2014 with Russia, which will provide credits and build the power plant. The content of the contract has not been published; details on its conditions are considered as a state secret. In 2015 the European Commission launched an infringement procedure against Hungary for failing to comply with European Union public procurement rules in

the planned upgrade of the Paks nuclear power plant. According to the Prime Minister’s Office, the Hungarian government’s firm position is that there is no state aid in the Paks 2 nuclear upgrade project. “The government is committed to keeping the Paks nuclear plant in state ownership as this is the way Hungary’s energy security can be guaranteed and cheap electricity ensured for households and businesses.”¹²

There have been some other changes that also have a direct impact on labour and working condition:

- The Hungarian Parliament adopted a new act on the legal relationship of professional personnel of law enforcement services (Act XLII of 2015). The modifications will result in a greater burden for workers in the sector, some restrictions concerning private travels and finally could even restrict organising trade unions in national security agencies; something that unions are worrying about.
- As a part of a large restructuring programme of the public employment service, which started in 2011, the government closed the National Labour Office (NMH) from 1 January 2015. Most of the tasks were taken over by the Ministry of National Economy (labour centres, employment and labour market related activities, health and safety, labour inspection, vocational and adult training). The Government’s Chief Medical Office (ÁNTSZ), within the Ministry of Human Capacities, is now responsible for the regional labour centres, and its branches in sub-regions are now administrating the public works programmes, while the responsibility is at the Ministry of Interior. The frequent changes and centralization within the structure and responsibility have led to a higher bureaucratic cost, so it is questioned whether the

¹¹ The expression “illiberal democracy” was first used by Viktor Orbán during a speech he delivered at the XXV. Bálványos Free Summer University and Youth Camp on 26th July, 2014 in Băile Tușnad (Tusnádfürdő)

¹² <http://budapesttimes.hu/2015/11/29/ministers-defiant-paks-will-go-ahead/>



planned benefits (reducing costs) could be achieved.

- The Labour Code was changed on 1 January 2015 in some points: all of them intended to strengthen the position of families. The not-hidden aim is to increase the birth rate, but also to keep women “voluntarily” in the passive labour market (they should count statistically as employees in order to lower the unemployment rate but, de-facto, to keep them out of paid work).¹³
 1. After birth of a child, one of the parents is now allowed to work part-time not only for the first three years as before, but for five years. As most of the part-time workers are women, one could argue that this is again a step to weaken women’s position on the labour market.
 2. Employees in positions with rights with their employers have the right for additional protection when they are pregnant or are undergoing a therapy in a medically assisted reproduction program.
 3. A new definition is added about who is allowed to receive the so-called “large family” protection.
 4. A new point in the Law for Employment of the Public Sector allows fathers to take an additional five days off within the first two month after childbirth.

The labour market is under continuous threat and the so-called labour market reform started in 2011 has not brought solutions but rather new problems of hyper-centralisation and statistical manoeuvres. The main labour market problems are:

- Lack of work and a lack of an appropriate workforce at the same time. Unemployment has a structural problem;
- An aging society and aging workforce;
- High labour turnover (especially in the industrial sectors)
- Migration of the qualified workforce (especially in the health care sector)

There has been no change in official fiscal policy but the budgetary policy of the third Orbán government has become more politicized, voluntarist and ad hoc than before. Hungary kept its annual fiscal deficit below 3 per cent of GDP but did not reach its constitutional obligation to keep the debt ceiling to less than 50 per cent of GDP. In autumn 2015 it became clear that the state budget had to be amended due to higher expenses related to the “protection” of the border against refugees but probably also because the VW crisis, as Hungary is dependent on car production. (It is said that public and school holidays at the Audi factory in Győr lead to a decline in GDP by 7 per cent.)

A new law on the opening hours of retail stores was introduced on 15 March 2015. Most shops are obliged to be closed on Sunday. However, a large number of exceptions were made that brought the government-friendly CBA retail stores into a better market position. The employers’ organization VOSZ¹⁴ predicted in January 2015 that restrictions on Sunday shopping would produce a HUF 200-250 billion shortfall in budget revenue. A national referendum was started but rejected quickly by a court for formal reasons. The LIGA trade union supported the referendum while the largest Trade Union of Retail Workers, KASZ, abstained because they had some years ago supported the European campaign by retail workers for the protection of work-free Sundays.

A legal initiative¹⁵ introduced in 2015 by cross-party opposition members of Parliament was supposed to address children’s poverty and hunger. The proportion of Hungarian children at risk of poverty (41.4 per cent based on Eurostat data from 2014) is one of the highest within the EU, which means that 35, 000 to 50, 000 children are suffering hunger day by day. The law would have guaranteed the right to at least one warm meal each day for every child. The government – and within this especially the Christian democratic party, KDNP, did not support the initiative because “it is mainly an action of the left wing to criticise the right wing

¹³ <http://www.munkaugyiforum.hu/munkaugyi-segedanyagok/munka-torvenykonyve-valtozas-2015-01-01-tol>

¹⁴ <http://budapesttimes.hu/2015/01/31/sunday-shops-closure-cost-too-great/>

¹⁵ <http://www.parlament.hu/irom40/06724/06724.pdf>



government” according the faction leader Péter Harrach.¹⁶

At the end of 2015 a public debate on gender roles started after the popular popstar and songwriter Ákos Kovács, a contracted advertiser-face for Hungarian T-Com and a minion of FIDESZ, ranted in public that women are by nature not made for earning money while László Kövér, President of the Parliament, said that the most important task of women was childbirth. T-Com cancelled its contract with Ákos and, as a response, members of the government considered cancelling all Ministries’ T-Com mobile phone contracts. The verbal exchange at the end of the year showed the deep division of public opinion into two parts, which have been often fighting each other unscrupulously.

One of the most heart-breaking protests started in spring when health-care workers demanded decent wages and better working conditions. Health-care workers’ wages are, like day nursery workers, hardly above the poverty line. Around 100, 000 people work in this sector (not counting physicians). Unusual for Hungary, several unions and professional organizations held joint pickets, negotiated together and had several other actions with, in some cases, more than 15, 000 participants and a high number of “likes” on Facebook. It was a grass-roots movement called “black nurses” (nurses were wearing black clothes instead of white as a sign of protest), led by a nurse working in a hospital in Budapest, that found the most sympathy in public and dominated the discourse. However, the grass-roots movement fizzled out for several reasons. In summer 2015, five representative unions and health care organizations started negotiations on wages with the responsible ministry. No agreement was reached in 2015, only an agreement on continuing negotiations in 2016. Anyway, at the end of the reporting period there are again rumours in the sector: now physician are demanding a general moderni-

zation and restructuring of the sector, including a wage development strategy and securing a sustainable health-care system and decent wages without bribery or cash bonuses. The number of hospitals where patient service is not sufficient anymore is growing. Physicians and other health-care workers are leaving the country.

3. INDUSTRIAL RELATIONS

Unions have lost bargaining power since 2010, both towards employers and government, but union membership is no longer shrinking according to several estimates. An estimated 10-13 per cent of Hungarian employees (450,000 to 500,000 people) are trade union members in 2015. Like trade unions, employers’ organisations have not been accepted as a negotiation partner of the government. Having lost their status of being negotiation partners in the former tripartite negotiation committee, might mean reduced financial benefits from the state budget. This is a common problem for both social partners. Hence, some of the social partner organisations have been under financial pressure and compete for the smaller resources available. After the ongoing problems of tripartism in 2011, the bipartite body for sectoral social dialogue, the Committees for Sectoral Dialogue (Ágazati Párbeszéd Bizottságok, ÁPB) also were put under pressure. This can be seen as the next step in the suspected, possible long-term strategy of the Hungarian government to destroy the labour movement and social dialogue. The ÁPBs have functioned since 2004. In the 23 committees, sector-related issues have been discussed and consulted between representative unions and employers’ organisation financed by European money and supplemented/coordinated by the Ministry of National Economy. To be honest the results always have been proven to be poor. The main goal, when APBs were established, was to increase substantially the number of sectoral agreements. Until 2015 there have been only

¹⁶ <http://kdnf.hu/news/harrach-peter-nem-szolgalunk-baloldali-kampanycelokat>



a few – mostly quite weak – agreements. Despite all known weak points the institutional framework made it possible to discuss bipartite sectoral issues. Important professional work and studies were done in the committees and some important general framework agreements on cooperation and trust were born during the last 10 years. When in January 2015 the government restructured the National Employment Service (see above), the ÁPB was one of the “victims”. Since then the financial framework of the ÁPBs is not ensured. Most of the money that has been spent by the ÁPBs is money from EU sources or the European Commission that was transferred in the beginning of 2015 to the Hungarian government. The government functioned only as a kind of paying agent. According to the president of the Chemical Workers Union, Tamás Székely¹⁷, the detention of the fund is not only illegal but is also destroying sectoral social dialogue in Hungary. Since FIDESZ-KDNP took power the amount of funds that Hungary is obliged to allocate from its own budget has been reduced from € 1.4 million annually to € 400, 000.

There have been some collective agreements signed in the public sector and there have been some tough protest campaigns mainly in the public sector. However, social dialogue in the public sector is far away from fair bargaining between equal partners, as outcomes are strongly influenced by ministries’ decrees.

Day-nursery workers for children have had no wage increase for at least the last seven years. The wage for these employees is hardly above the minimum wage and the BDDSZ union has been waging a hard fight to change this. In 2015 the government announced that in line with the lifelong career strategy for public workers there will be an increase in 2016 for those who have an MA or BA degree and, for only a small number of professions an intermediate school degree is sufficient. According to BDDSZ this appears very good but only a

very few workers will benefit from the proposals. De-facto, there will be no significant increase but the public might have the impression that the situation of day-nursery workers was improved.

Social workers and the Ministry for Human Resources negotiated on an increase for social workers during 2014 and at the beginning of 2015. The Ministry decided that the about 90,000 workers caring for the elderly, disadvantaged or sick people employed at communal and state-owned institutions should get quickly get a part under the “bridge carrier model”. With this they reached an increase in wages by an increased wage supplement between 5.5 and 11.5 per cent. But so far the basic wage has not changed, which makes these results weak. The very low wages, starting from below the minimum wage, are 890 € per month.

In December 2015, three representative Trade Unions of the Armed Forces signed the first framework collective agreement since 2002. They agreed on a new pay scale starting from January 2015 and valid until 2019. As a result, the military personnel receive after 12 years of duty a 30 per cent higher stipend than the basic pay and an additional annual increase in the pay scale of 5 per cent. There were also some improvements made before existing additional pay replacements. Taken together it means that the wages of military staff will increase by 50 per cent by 2019. The signing of this agreement is part of the above-mentioned life-long career strategy. However, one should keep in mind that is widely questioned whether there had been real negotiation on wages as in 2010 the government had substantially restricted the bargaining power of armed forces personnel.

The Hungarian postal workers union (Postás Szakszervezet) signed a collective agreement with wage increases far below actual price increases. The Postal Worker unions did not

¹⁷ <http://szakszervezetek.hu/8-kiemelt-hirek/2463-szekely-tamas-lelegeztetogepre-szanja-a-kormany-az-apb-ket>



agree with the merger of the two unions and changed their affiliation to LIGA – taking around 8,000 members with them.

There was no major strike in 2015 because the possibility to initiate a labour dispute had been very restricted in 2011, as reported earlier. In some sectors a possibility was announced by establishing a strike committee, but in the end there was no strike. This happened not only at the day-nurseries, but also at some public transport companies (Budapest and Miskolc). There was a labour dispute at AKE Ltd, a German company, operating in Western Hungary. This supplier for car production had denied paying the agreed 13th monthly wage for three years. Another dispute started at a trader for air-conditioners because of poor working conditions. The Metalworkers Union VASAS held a picket and addressed a letter of protest to the German embassy and the Deutsch-Ungarische Industrie und Handelskammer. Another conflict at another automotive supplier called HONSA occurred after seven workers lost their jobs, although they were protected by law as members of the Works Council. There has not yet been a resolution of this issue.

The most important internal development of the trade union movement was the merger of two of the six trade union confederation. This sounds positive but it is widely understood as a failure because in 2013 it had been announced that within a year three union confederations would merge and a deep restructuring process will be undertaken that would end with a strong union with 5 to 9 sectors. As noted in the annual report 2014 the unification process was delayed because affiliates of SZEF were not willing to vote for the unification. Despite this backlash, the first MaSZSZ Congress took place as agreed at end of November 2014 and the three confederations underlined their willingness to merge and gave themselves until February 2015 to continue building trust within their own affiliates. This finally did not succeed. So at the end only two confederations

merged and the MaSZSZ now has 182,000 members. A number of sector unions left the ASZSZ or MSZOSZ before merger of the confederations because they did not agree with it and some of them – like the postal workers and the agricultural workers – joined LIGA, which allows broader independence of individual affiliates. LIGA could not hide a certain malicious joy in several press comments, arguing that the merger had “revitalised” the former state socialist union SZOT that had disappeared in the 1990s.

SZEF has continued to struggle with some internal conflicts. At its Congress in summer 2015 the longstanding president, László Varga (who was unfortunately not able to convince the affiliates to unify) retired and he then died early at the age of 63 shortly after retirement, which was a kind of shock for many unionists. The sixty seven-year-old András Földiák, former president of the Public Culture and Art Workers' Union (KKDSZ) and member of the SZEF board, was elected president. According to an interview he gave after the election, it might be worth thinking again of merger in only two years.¹⁸

LIGA was able to increase its staff in 2013 and 2014 and build up a stronger regional structure and campaigning on the level of companies with financial support from the European Social Fund/Social dialogue and national funding. But in 2015 LIGA suffered a back slide in growth. Because several external projects ended in 2015, a large number of staff had to be dismissed. On the other side, some important company-based unions joined LIGA but most of them had been affiliated to another confederation (Postal Workers, parts of the Meat Workers Union). There are allegations that the organising drive is not always fair against the other unions as there are no inhibitions against enticing away members or entire companies and branch unions and this seems to be getting validation. However,

¹⁸ <http://archiv.szakszervezetek.hu/index.php/hirek/15333-foldiak-andras-a-szakszervezetek-egyuttmukodesi-forumanak-uj-elnoke>



some smaller new unions emerged in 2015 (chimney sweepers, local company unions).

There was an ugly conflict between the president of LIGA, István Gaskó, and his former power base, the Democratic Rail Workers Union (VDDSZ). In spring they held their regular congress and against all expectations, Gaskó was not re-elected. He resigned but the new leadership of VDSZSZ started a campaign against him and accused him of embezzlement of union money. Part of the lawsuit is still ongoing but it seems that most of the complaints are obsolete. It was the first time within the union movement that the powerful and strategically-brilliant Gaskó was dramatically put under pressure by his own people.

In some sectors, external pressure and shrinking financial sources led to better cooperation between unions, as happened between the Miners and Energy Workers Union (BDSZ) and the Chemical Workers Union (VDSZ) - both affiliated to MaSZSZ - and the Electricity Workers Union (EVDSZ) as well as the Water Supply Workers Union (VDSZ) - the latter two are affiliated to LIGA.

Regarding international cooperation, after a long time of preparation the Hungarian Metal Workers Union (VASAS) signed an agreement with the German IG-Metall (IGM) on opening and running a joint office in Győr/Western Hungary (where the Audi plant is located) to strengthen unionisation of the automotive workers in Hungary within the framework of IGM's novel Transnational Partnership Initiative (TPI).

There were no major changes/developments in the employer organisations in 2015. The Confederation of Hungarian Employers and Industrialists (MGYOSZ), one of the largest Hungarian employers' organisations, has confined itself to criticizing policy details but did prepare a proposal for the Hungarian Ministry on National Economy stating that the burden

for employers should reach within some years the average of other countries in the region. Currently, employers pay 31.5 per cent indirect labour cost, which is one of the highest in the region. The National Association of Entrepreneurs and Employers (VOSZ) has also been rather critical about the incompetent and unpredictable economic policy of the government and has criticized the government for not taking social partnership and dialogue seriously enough. VOSZ demanded a large decrease in employer tax burdens on wages as well as other tax reductions for employers. Additionally, the third Orbán government has been strongly criticized by the Hungarian European Business Council (HEBC) in its Annual Reports¹⁹ from October 2015. Representing Hungary's 50 most important export companies (such as ABB, AkzoNobel, British Telecom, Ericsson, GDF SUEZ, Henkel, Magyar Telekom, Nestlé, OMV, Philips, SAP, Shell and Volvo Group Trucks and others) HEBC outlined an alternative economic and social program and "would consider consultation, coordination with those directly affected before decisions and an effective social dialogue to be very important".²⁰

The coverage of collective agreements was around 35 per cent in 2011 but there is no serious estimate of the coverage in 2015 and it is most likely that it shrank due to the legislative changes in 2011-2012. Several companies' managements took the opportunity to not renew expiring agreements with unions, preferring local agreements with the Works Councils.

4. TRIPARTITE SOCIAL DIALOGUE

As noted in the previous reports, the Government has stopped bargaining and agreeing on minimum wages in the National Interest Reconciliation Council (Országos Érdekegyeztető Tanács, OÉT) since 2011. Instead, it established instead a larger consultative forum, the National Economic and Social Council (Nemzeti Gazdasági és Társadalmi Tanács,

¹⁹ http://www.hebc.hu/wp-content/uploads/2015/10/hebc_report_2015_for_a_stronger_hungary_in_a_stronger_europe.pdf

²⁰ Ebd.p 12



NGTT) but it has been criticized by all social partners (except the government-loyal Munkástanácsok) for not being a forum for real negotiation, based on three reasons. First, the government representatives do not take part in negotiation as partners but as observers and rapporteurs on the government's plans. Secondly, the Government is not obliged to take participants' opinions into consideration and thirdly, it is not a forum where labour issues have a priority. After pressure from the social partners, in 2012 the government established the Permanent Consultative Forum between the private sector and the government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma, VKF). Three national trade union confederations (MaSZSZ, LIGA and Munkástanácsok) consult three national employer organisations (ÁFÉOSZ-KESZ, MGYOSZ and VOSZ) about the wage increase for the following year as well as other issues. If they come to a consensus, their proposal is submitted to the government, which then consults the NGTT, and announces and codifies the agreement. However, there is no legal obligation for the government to consult the VKF. These missing legal guarantees imply fundamental change for the social partners, as the consultative power depends on the willingness of the government to consult. In 2015 there were several main issues that should have been consulted in the VKF or in the NGTT but it did not happen. Other than planned legislative changes in the system of taxes and state budget, there has been no consultation at all on the state reform II programme and the closure of the NMH (See chapter 3.). Peter Pataky, president of MSZOSZ, said that "social partners had been told verbally, after the decision was taken, at a meeting of the VKF. However there was no opportunity to debate".²¹

As in previous years, the government did not change its behaviour towards the social partners in general and the unions specifically.

The annual negotiations on next year's minimum wage recently started within the VKF.

Unions requested at the beginning of May 2015 that the government should start the traditional negotiations on the minimum wage and on a joint recommendation of the wage increase together with the parliamentary decision-making process on new tax legislation and budgetary planning, but the government refused. This was also heavily criticized by the main employers' organisations. This issue was a common position of the social partners and brought them closer together throughout the year. The MaSZSZ presented a strategy on wage development that is necessary for the coming three years to adjust minimum wages to the poverty level, arguing that the wage minimum should be increased annually by 9 per cent. In parallel it should be aimed so that public workers' wages would reach the poverty level by 2018. According to László Kordás, president of MaSZSZ, both would be possible without dramatically increasing the burden for employers and the public budget. Most of the employers' organisations in general agreed with this initiative. According to Ferenc Dávid, the General Secretary of VOSZ, in reality the missing accountability of a public/governmental decision makes it impossible to agree on this. Dávid heavily rebuked the government that it does not leave any leeway for negotiations because everything is decided before they start negotiations. But an unpredictable macro-economic forecast makes a long-term development strategy impossible. Finally, the minimum wage was announced in December 2015 and is valid from January 2016. The new amount is 111,000 HUF (around 350 €) compared with 105,000 HUF (334 €) in 2015.

5. FORECASTS

During 2015 no real success was reached in solving the main social and economic problems of the country. The Orbán government

²¹<http://www.eurofound.europa.eu/observatories/eurwork/articles/labour-market-law-and-regulation/hungary-closure-of-national-employment-office>



was only able to get back its stable parliamentary majority because of hate speeches against migrants and government-internal “divide et impera”. If centralisation of responsibilities and competences does not change in 2016, nepotism and bad decision-making will make Hungary’s development even less predictable.

Most analysts are expecting a notable economic slowdown in 2016 with a forecast of worse performance that could result in growing unemployment, continuing very high level of long-term joblessness and low employment. The number of people living below the poverty line will stay high and could result in higher frustration and an even more intolerant climate against alleged enemies like refugees, Roma or/and international European capital.

There are no signs of starting a reform of the health care system. The migration of doctors and health-care workers could continue, which may lead to an even more dramatic situation in this sector as a number of hospitals have already announced that they are no longer able to perform surgeries.

Public sector workers will probably receive a wage increase according to the government’s strategic announcement in 2013 (the “bridge carrier model”). However, as industrial production will not increase wages in the production sector and tax revenue from income taxes will stay low, the state budget will not be able to

keep growth to pay better wages in the health care sector. State budget expenditures as a percentage of GDP will therefore stay high and lead to worse overall economic performance.

If there are no changes in governing, the majority of civil society may no longer support FIDESZ policies. However, because there will not be an election in 2016, a change in government is highly unlikely. Instead, protests against the government might flare up. Left wing and liberal opposition parties probably will remain weak so protests therefore will again be grassroots and flimsy and might not lead to strengthening the democratic opposition. In the worst case it would strengthen the ultra-right wing party JOBBIK.

The MaSzSz confederation will enter its first year without being fundamentally involved in restructuring and reorganisation of internal processes. The confederation might be able to more successfully put issues on the political agenda, like decent minimum wages and the problem of working poor. There also might be changes within the LIGA confederation due to rumoured internal leadership conflicts. A very optimistic scenario could be that the two often competing confederations MaSzSz and LIGA come closer together and cooperate better in order to push more issues on the political agenda. However, it will take a much longer time until society understands that unions are reliable advocates for better living and working conditions and stable democracy.



ANNEX OF DATA

- **Structure of the economy**

Number of registered companies (by size and ownership)

Company Size	2012	2013	2014	2015
Micro 0-19	1,783,646	1,806,578	1,681,970	1,678,624
Small 20-49	13,319	12,881	10,179	10,155
Medium 50-249	7,744	6,885	4,531	4,374
Large 250<	1,353	1,348	874	877

Source: <http://statinfo.ksh.hu/Statinform/themeSelector.jsp?page=2&szst=QVD>
http://www.ksh.hu/docs/hun/xstadat/xstadat_eves/i_qvd008.html

Number of employees by sector and gender (thousand)

Year	agricul- ture	industry	ser- vices	total	agricul- ture	industry	ser- vices	total	agricul- ture	industry	ser- vices	total
	Total				Men				Women			
2012	200.3	1 156.5	2 521.0	3 877.9	148.8	811.0	1 122.6	2 082.4	51.5	345.5	1 398.5	1 795.5
2013	192.7	1 178.2	2 567.5	3 938.4	143.6	832.8	1 152.2	2 128.5	49.1	345.5	1 415.3	1 809.9
2014	189.6	1249.3	2646.2	4100.8	140.5	887.8	1184.1	2220.5	49.1	361.5	1462.1	1880.4
2015	202.3	1265.1	2719.1									
Q I-III.				4194.2	153.3	902.0	1213.0	2272.2	49.0	363.0	1506.1	1922.0

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/h_qlf017.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf005a.html?down=1461.6

- **Collective Bargaining System**

No changes occurred in 2015 and no new statistics are available. Around one third of employees are covered by some kind of collective bargaining. However, according to the data of EPSU²², it is about 50 per cent in the public sector.

The collective bargaining system is characterised by fragmented, single-employer bargaining, negotiated mainly between the company's trade unions and single employers. The centre-right government has changed individual and collective rights codified in the Labour Code. That shifted collective bargaining rights from company trade unions to Works Councils if there is no trade union at the company level. The new regulation took full effect in calendar

year 2013 and there are no representative outcomes measured yet.

- **System of tripartite social dialogue**

No changes occurred in 2015. The VKF negotiated and later the NGTT appraised the 2016 minimum wage level. The MaSZSZ presented a strategy on the wage development needed for the coming three years to adjust minimum wages to the poverty level, arguing that the wage minimum should be increased annually by 9 per cent. In parallel it should be aimed so that the wage of public workers should reach the poverty level by 2018. This was rejected by the government without commentary. The minimum wage minimum increased to 350 € (111,000 HUF) on 1 January 2016 without the signature of MaSZSZ.

²² <http://www.epsu.org/r/488>



Social security systems

Health-care insurance	2012	2013	2014
Number of insured (in thousand persons/month)	3,934	3,947	4,042
Proportion of insured to resident population, %	39,7	39,9	4,090

Source : <http://site.oep.hu/statisztika/2014/html/hun/A2.html>

• All sick-pay cases

	2012	2013	2014
Number of persons entitled to sick-pay, thousands/month	3,769	3,796	3,954
Daily average number of persons on sick-pay, thousands	54,8	54,2	59,1
Proportion of persons on sick-pay, %	1,5	1,4	1,5
Number of sick-pay cases ^{b)} in thousands	810,9	825,4	959,9
Number of sick-pay days, thousands	20 070,4	19799,7	21,565,4
Expenses on sick-pay, million HUF	53 537,8	57988,1	66,462,1
Expenses on sick-pay per day, HUF	2,668	2928,7	3,082
Sick-pay days per case	25	24	22

Source: <http://site.oep.hu/statisztika/2014/html/hun/A2.html>

^{b)} Also including the number of accident sick-pay cases started in the previous year(s) and continuing in the current year.

• Education and vocational training

Dual training system

From 31 January 2015, dual training applications are available for Hungarian youth; the legal basis can be found in the governmental regulation of 562/2013 (XII. 31.). The educational institutions offer thirty specialties in

the fields of mechanics, informatics, agriculture, natural sciences and economy. The principle of this type of training is providing practical experience and knowledge for the entrants to the labour market. According to www.szakszervezetek.hu, the success of the dual system is not evident. The number of places is not sufficient.



Vocational training (Total Type of school-site; Total Type of education)

	Number of male students in vocational education (capita)			Number of female students in vocational education (capita)		
	2012	2013	2014	2012	2013	2014
Teacher training and education science	1,115	1,522	1,899	997	1,331	1,708
Arts	14,786	11,523	11,162	9,664	7,105	6,621
Social sciences	627	247		413	160	
Business and administration	40,040	35,642	29,592	29,190	26,370	21,702
Science	30		21	25		17
Computing	8,822	7,641	5,322	1,337	1,013	500
Engineering, manufacturing and construction	56,696	61,125	58,862	5,925	6,698	6,606
Agriculture	6,257	7,092	7,007	2,347	2,657	2,470
Health and welfare	22,876	21,805	20,566	20,033	18,978	17,651
Services	45,411	46,514	44,614	25,543	26,931	25,702
Total Field of training at initial education	196,660	193,111	179,045	95,474	91,243	82,977

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/h_wdsi001a.html

Also, according to Hungarian unions, vocational training schools may lead to job losses. From September 2015, the Ministry for Na-

tional Economy (NGM) decided that only secondary grammar schools remain under the control of the state-run Klebersberg Institution Maintenance Centre (KLIK).²³

²³ <http://www.eurofound.europa.eu/hu/observatories/eurofound/articles/working-conditions/hungary-unions-concerned-over-changes-to-vocational-schools>



- **Employment rate (By gender and age group, %)**

Year	Age group												Total
	15–19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55–59	60–64	15–64	65–74	
	Total												
2012.	1.8	33.4	67.3	72.9	75.8	79.8	78.5	73.7	56.1	13.9	57.2	3.7	50.6
2013.	2.2	34.9	68.5	73.1	77.2	80.0	79.3	74.8	58.4	16.0	58.4	3.4	51.6
2014.	3.4	40.5	73.0	76.3	80.9	83.3	82.9	77.4	62.2	19.4	61.8	3.1	54.1
2015 (Q III.)	4.7	45.1	73.5	78.2	81.7	85.8	85.0	81.6	67.6	26.7	4.8	2.1	56.6
Men													
2012	2.2	35.8	74.6	84.3	84.4	82.4	80.0	74.4	62.5	17.4	62.5	5.6	56.6
2013.	2.8	39.4	75.6	84.0	85.9	83.4	80.5	75.1	66.1	22.2	64.3	4.9	58.0
2014.	3.8	45.6	82.3	88.3	89.4	87.9	84.1	76.9	70.6	26.9	67.8	4.4	60.8
2015 (Q III.)	6.4	48.3	83.1	89.4	91.3	91.2	86.8	81.9	75.7	36.7	6.2	3.5	63.7
Women													
2012	1.4	31.1	59.8	60.5	67.3	77.2	77.1	73.1	50.5	11.2	52.1	2.4	45.1
2013.	1.7	30.3	61.1	61.9	68.2	76.5	78.2	74.5	51.8	11.3	52.8	2.3	45.7
2014.	3.0	35.2	63.3	64.1	72.2	78.7	81.7	77.9	56.8	13.4	55.9	2.3	48.0
2015 (Q III.)	2.8	41.7	63.5	66.9	72.0	80.4	83.3	81.3	60.5	18.6	3.8	1.2	50.0

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf016a.html



Economically active population in the age cohort 15-29 years old

	Total population in this age cohort	inactive	active	active in %
2012	1,822,000	1,004,000	817,000	44.8
2013	1,795,300	977,700	817,600	45.5
2014	1,320,000	646,100	673.900	51.0
2015	1,724,600	908,300	816,300	47.3

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf013a.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf014a.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf018a.html

- **Unemployment**

Unemployment rate (by age group and gender. %)

Year	Age group										Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	15-64	
	Total										
2012.	51.9	26.4	14.0	10.1	9.7	8.6	9.0	9.0	8.3	11.0	10.9
2013.	52.9	2.0	12.5	9.8	8.3	8.9	8.4	7.8	8.0	10.3	10.2
2014.	38.4	18.7	9.4	7.5	6.4	6.4	5.8	5.8	6.0	7.8	7.7
2015 (Q III.)	35.7	14.5	8.3	5.9	5.4	4.7	4.6	5.7	4.5		6.4
Men											
2012	53.1	26.8	14.5	10.3	9.6	8.8	8.8	9.3	8.5	11.3	11.2
2013.	51.8	23.8	12.9	9.6	7.8	8.9	8.0	8.5	8.5	10.3	10.2
2014.	40.8	17.9	8.7	6.6	5.8	6.0	5.6	6.9	5.9	7.6	7.6
2015 (Q III.)	27.4	16.2	8.4	5.1	4.4	3.9	4.5	5.2	4.5		6.1
Women											
2012	49.8	26.0	13.4	9.8	9.8	8.3	9.2	8.7	8.0	10.7	10.6
2013.	54.7	2.4	12.0	10.2	8.9	9.0	8.8	7.1	7.5	10.3	10.2
2014.	34.7	19.7	10.4	8.6	7.1	6.9	5.9	4.9	6.2	8.0	7.9
2015. (Q III.)	49.4	12.3	8.2	7.0	6.7	5.6	4.7	6.2	4.6		6.7

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf017a.html



Number of unemployed (in thousand persons) in correlation with job seeking period (in months)

Months	< 1	1–3	4–6	7–11	12	13–18	19–24	25–	Total
2012	39.4	65.0	63.3	81.9	22.3	59.5	36.6	100.6	468.6
2013	48.9	50.3	55.1	63.0	25.9	51.5	46.8	96.9	438.4
2014	36.5	41.5	44.9	46.3	19.0	35.1	29.2	82.7	335.2
2015	15.1	21.6	19.3	22.7	8.8	14.9	6.1	30.8	149.7

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_08.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf011.html

The time interval to find a new job increased in one year from an average of 18.9 months to

19.3 months. 49.2 per cent of the unemployed are unemployed for at least 12 months.²⁴

Unemployment (in %)

	2012	2013	2014	2015 I-III.
15-64	10.9	10.3	7.8	7.0
15-29	30.7	30.1	14.9	13.3
In details within the group of young people				
25-29	14.0	12.5	9.4	8.6
20-24	26.4	25.0	18.7	18.0
15-19	51.9	52.9	38.4	
				(15 – 24 years)

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_10a.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf061.html

• **Net average monthly salaries in Euro**

Year	National Average	Private sector	Public sector
2012	499 (1€=289 HUF annual average)	522	449
2013.	492 (1€=307 HUF annual average)	517	442
2014.	504 (1€= 309 HUF annual average)	536	445
2015. Q I-III.	547 (1€=307 HUF annual average)	551	457

Exchange rate: <https://www.ecb.europa.eu/stats/exchange/eurofxref/html/eurofxref-graph-huf.en.html>

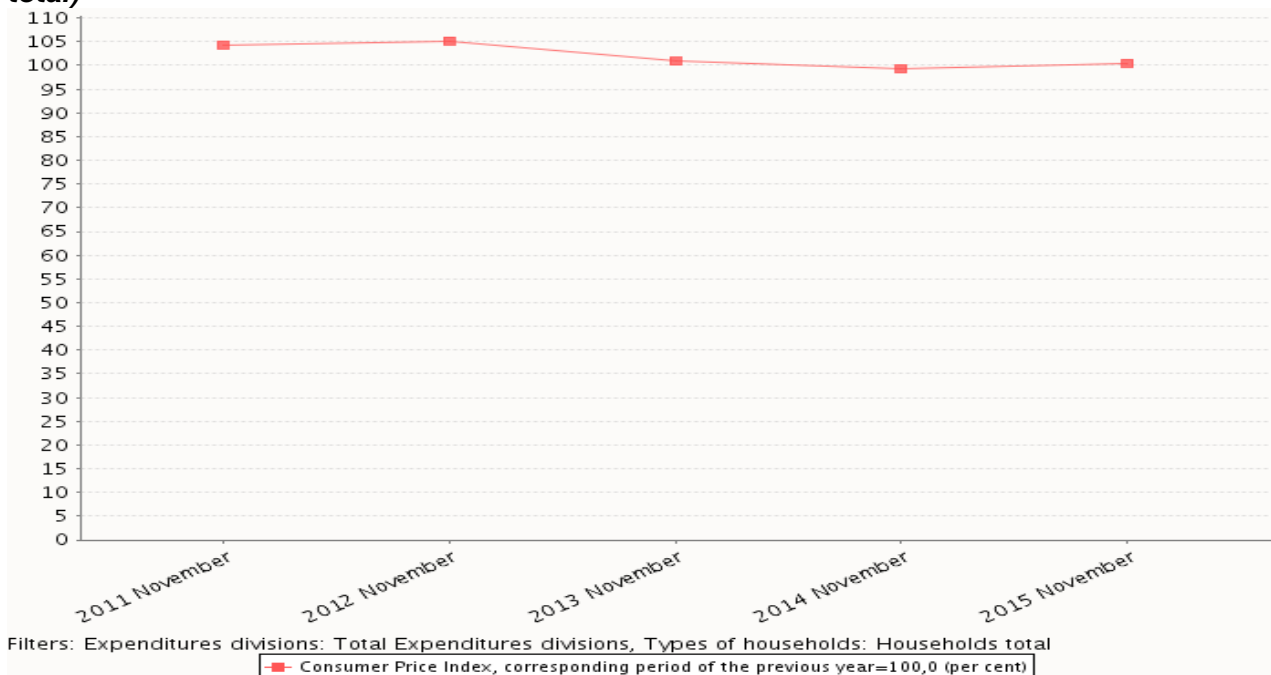
Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_eves/i_qli030.html
http://www.ksh.hu/stadat_evkozi_2_1

²⁴ <http://www.ksh.hu/docs/hun/xftp/gyor/jel/jel1509.pdf>



Consumer Price Index by Main Groups of Goods and Services

Goods and services purchased by households (Total Expenditures divisions; Households total)



- Gender pay gap (adjusted in %)**

2007	2008	2009	2010	2011	2012	2013
16.3	17.5	17.1	17.6	18.0	20.1	18.4

Source: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn_gr_gpgr2&lang=en

- Net monthly minimum wage (Mandatory minimum wages and deviations)**

Year	Economically active population (thousand)	Gross average wage per person and month EUR*	Net average wage per person and month EUR*	Monthly mandatory gross minimum wage EUR	% of the gross average wage	poverty level for 1 adult EUR
2012	4.449	770	498	320	41.7	297
2013	3.892	777	509	330	42.5	295
2014	4.100	757	496	330	42.7	278
2015	no data yet	no data yet	507 (Q I-III.)	334	no data yet	no data yet

Exchange rate: <https://www.ecb.europa.eu/stats/exchange/eurofxref/html/eurofxref-graph-huf.en.html>

Source: https://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qli030.html



- **Actual weekly working hours**

	2012	2013	2014	2015
Full time	40.6	41.0	40.9	40.9
Part time	23.2	23.2	22.8	22.5
Total	39.4	39.5	39.8	39.8 (Q I –III)

Source: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsq_ewhuis&lang=en

The number of actual working days/hours depends on the coincidence of national and religious holidays set as calendar dates and week-end rest days. In collective agreements

it is possible to differ from legal working time within a certain timeframe and work even longer.

- **Normal work / atypical work**

No data are available describing the different forms of atypical work in Hungary. One can say that atypical work in Hungary is becoming more and more typical. The most important form is the self-employment, which is seen in the very high number of enterprises without employees or 0-4 employees.

Atypical work refers to employment relationships not conforming to the standard or 'typical' model of full-time, regular, open-ended

employment with a single employer over a long time span. The latter in turn is defined as a socially secure, full-time job of unlimited duration with standard working hours guaranteeing a regular income and, via social security systems geared towards wage earners, securing pension payments and protection against ill-health and unemployment. Part time work is measured and it is still on a low level – even for women, however compared to the situation 10 years ago it has doubled.)

Part-time employees (in %)

Year	2012	2013	2014
Total			
	7.1	6.8	6.4
Men			
	4.7	4.5	4.5
Women			
	9.8	9.4	9.1

Source: http://www.ksh.hu/docs/hun/eurostat_tablak/tabl/tps00159.html

Employees with more than one job (yearly average. thousands of persons)

Year	2012	2013	2014
	78.9	100.2	69.2

Source: <http://www.ksh.hu/docs/hun/xftp/stattukor/munkaido.pdf>



Employees working extra hours

The rate of employees (between 15-64 years) who regularly work extra hours in Hungary is the 8th lowest among member countries of the European Union. In 2014 it was 5 per cent of the Hungarian population, while e. g. in the United Kingdom. this rate is above 30 per cent.²⁵

According to research of Eurofound in 2013, the percentage of establishments granting flexitime to their employees was 54 per cent in 2013.

- **Migration flow**

Population (number of persons)

Population	2012	2013	2014	2015
	9,931,925	9,908,798	9,877,365	9,849,000

Source: https://www.ksh.hu/docs/hun/eurostat_tablak/tabl/tps00001.html

Non-Hungarian residents (number of persons)

Foreign residents	2012	2013	2014
	143,125	141,122	140,301

Source: http://www.ksh.hu/docs/hun/eurostat_tablak/tabl/tps00157.html

According to a study by the Hungarian Statistical Office, in 2013 there were 335,000 Hungarian citizens who lived abroad for a long term with 280,000 living in the European Union, most of them in Germany, Great Britain and Austria. Another study²⁶ reported that the ratio of people planning to migrate reached a peak in 2012 when one-fifth of the adult population planned some kind of migration (working abroad or emigration). According to a new survey by the Hungarian Demographic Research Institute in 2013, 33 per cent of the population

aged 18-40 had migration intentions and 47 per cent of those aged 18-24. Many of them have already taken steps towards migration. And many of them left the country but there are no more recent and reliable data on migration available. It can be seen that the population in Hungary is decreasing, with the birth rate at a low level (1.41 children per woman) and life expectancy increasing (72.13 years for men and 78.91 for women). The number of non-Hungarian residents is at a very low level (0.6 per cent) of inhabitants.

²⁵ <http://www.ksh.hu/docs/hun/xftp/stattukor/munkaido.pdf>

²⁶ <http://visegradrevue.eu/labour-movement-from-hungary-on-the-rise-but-still-low/>



People seeking asylum (number of persons)

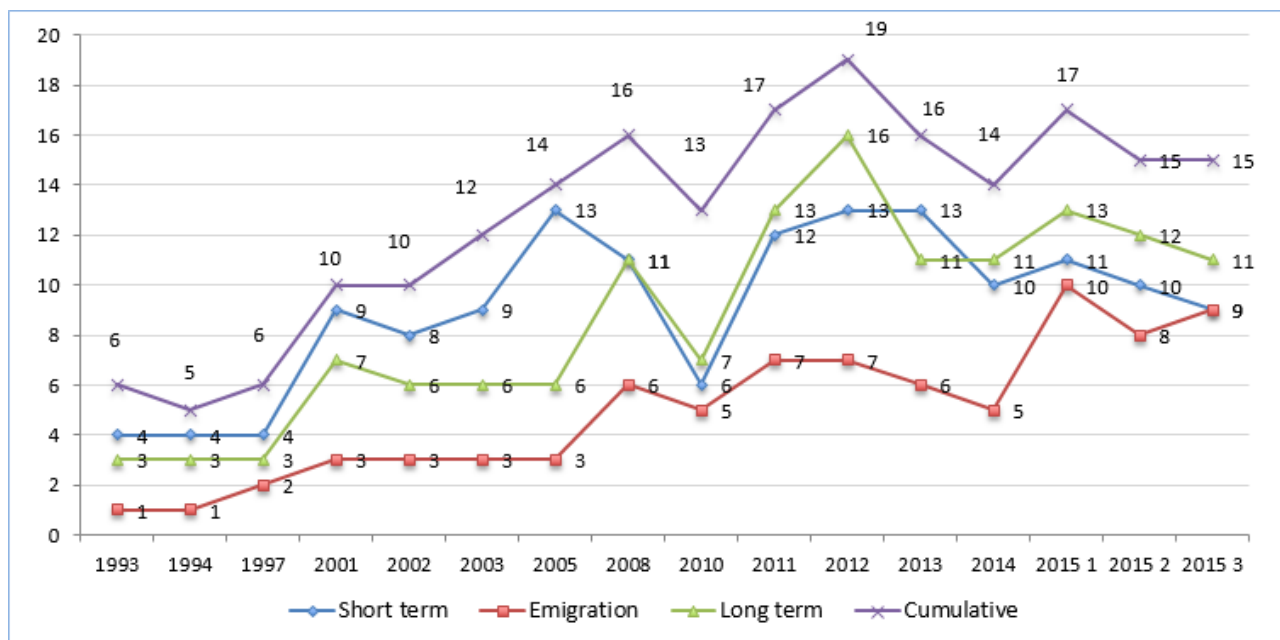
	Claimants of asylum	Receiving “refugee” status	Receiving “protected” status	Receiving “accepted” status
2012	2.157	87	328	47
2013	18.900	198	217	4
2014	42.777	240	236	7
2015 Q I-III.	175.963	107	221	4

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_wvn001.html

The Orbán government has denied refugees entry into the country as clearly shown by the statistics above. However non-confirmed sources said that a group of the most im-

portant representatives of the car manufacturing industry asked Orbán in summer 2015 to look for qualified refugees in order to fill the gap in the workforce in this sector. The request was quickly rejected by the government.

Migration potential between 1993 and 2015 (%)



Source: http://www.tarki.hu/en/news/2015/items/20151217_migration_en.html

The chart above shows the Hungarian peoples' willingness to leave the country for a short term, for a long term or even indefinitely. According to www.tarki.hu, the rate of emigration potential did not change between 2008 and 2014: it has fluctuated between 5-6 per

cent. In April 2015 the rate of emigration potential, however, was twice as high as earlier then fell slightly in July and remained unchanged in October. The level of cumulative migration potential did not change in 2015.²⁷

²⁷

http://www.tarki.hu/en/news/2015/items/20151217_migration_en.html



Adjusted rate of migration (1.000 persons)

Year	2012	2013	2014
	1.6	0.6	0.5

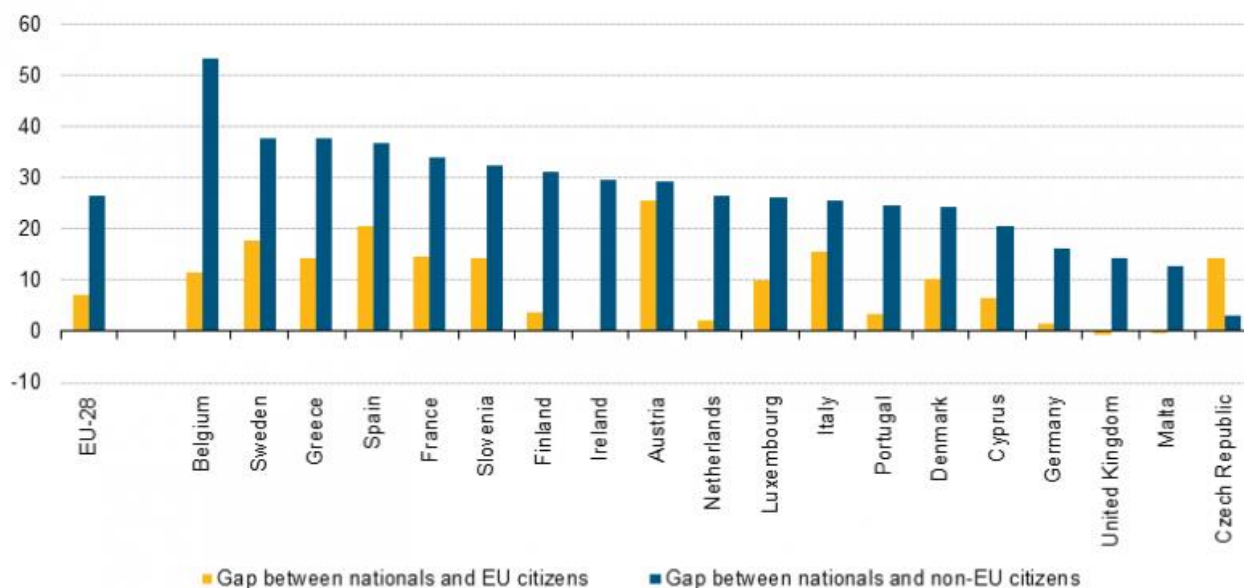
Source: http://www.ksh.hu/docs/hun/eurostat_tablak/tabl/tsdde230.html

The adjusted rate of migration shows the difference between the change in population because of migration and the natural change in population (birth-death rate).

Gaps of AROPE rates between nationals. EU citizens and non-EU citizens. by country. 2014

The definition by www.ec.europa.eu for those “at risk of poverty or social exclusion”, abbreviated AROPE, refers to the situation of people who are either at risk of poverty or severely materially deprived or living in a household with a very low work intensity. The

AROPE rate, the share of the total population at risk of poverty or social exclusion, is the headline indicator monitoring the EU 2020 poverty target.



(*) Romania: data not available. Countries with unreliable data are not displayed.

Source: http://ec.europa.eu/eurostat/statistics-explained/index.php/Migration_integration_statistics_-_at_risk_of_poverty_and_social_exclusion



- **Human Development Index**

	HDI	HDI - Health	HDI - Education	HDI - Income
2008	0.828	0.848	0.888	0.756
2010	0.829	0.855	0.890	0.750
2012	0.831	0.862	0.890	0.750
2014	0.828	no data	no data	no data

Source: <http://hdrstats.undp.org/en/countries/profiles/HUN.html>
<http://hdr.undp.org/en/countries/profiles/HUN>

- **Gini-Coefficient**

	2010	2011	2012	2013	2014
Hungary	24.1	26.8	26.9	28	28.8
EU-28	30.5	30.8	30.4	30.5	31

Source: <http://www.oecd.org/social/income-distribution-database.htm>

- **Collective agreement coverage (in per cent of total employees)***

	minimum wage	sectoral	multi-em- ployer	single-em- ployer	average coverage
2007¹	100	n.a.	n.a.	n.a.	40.6
2009²	100	n.a.	n.a.	n.a.	22
2012³	100	11	2	23	36

¹ Source: ILO. 2009. <http://laborsta.ilo.org/applv8/data/TUM/TUD> and CBC Technical Brief.pdf

² Source: <http://www.worker-participation.eu/National-Industrial-Relations/Countries/Hungary/Collective-Bargaining>

³ Source: EIRO. 2012. <http://eurofound.europa.eu/eiro/studies/tn1209014s/hu1209011q.htm>

* Figures differ because of lack of data and some are only rough estimations. An explanation on the tendencies is presented on the website of the ETUC "Workers Participation" saying²⁸, "The figures on agreements registered with the Centre for Social Dialogue indicate that collective bargaining coverage fell by 14 percentage points between 2001 and 2012 – from 47 per cent to 33 per cent". According to different calculation by Eurofound and the ETUI, the level of collective agreement coverage in Hungary might be around 10 to 13 per cent in 2015.

- **Ongoing important collective bargaining agreements**

Hungary is a country with low coverage of collective agreements. Robust figures are missing (see 2.16). This clearly limits the effective scope of ongoing collective agreements. There were wage increases in collective agreements in the public sector (military forces. day-nursery workers. social workers.

and teachers) but none of them were able to reach a decent level.

- **Trade union density**

There are no recent data available. The latest data from OECD is from 2012 (10.6 per cent). http://stats.oecd.org/Index.aspx?DataSetCode=UN_DEN

28 <http://www.worker-participation.eu>



There has been an ongoing decline in the membership of the public sector. Due to some restrictive regulations in 2011 the number of trade union members is decreasing in the public sector. However, it is estimated that the membership level is still around 25 per cent.²⁹

According to Eurofound data from 2012 there is union density at the company level of around 11 per cent and at the multi-employer level of 2 per cent).³⁰

- **Employer's organizations density**

There are no recent data available and estimation is difficult. According to a study by Eurofound³¹ one can carefully calculate that the nine cross-sectoral employers' organizations have together 180.000 member companies out of around 300.000 corporations. They employ around 2 million people. Taking into ac-

count that around 3 million people are employed, this number seems to be quite high. A careful estimation is that the density might be around 50 per cent. According to a recent study³² the employers' organisations are characterized by a very low level of willingness to cooperate and sustainability, which hampers their effectiveness.

- **Workplace representation**

According to an EU document on worker participation³³ "workplace representation in Hungary is provided by both local trade unions and elected Works Councils with the balance between the two varying over time. Under the new Labour Code, unions have negotiating rights but have lost their monitoring powers and their right to be consulted. Works Councils have information and consultation rights but in practice often find it difficult to influence company decisions."

Thresholds for the number of members elected to Works Councils.

<i>Size of the company (Number of employees)</i>	<i>Size of the Works Council (Number of members)</i>
21-50	1
51-100	3
101-300	5
301-500	7
501-1.000	9
1.001-2.000	11
2.000+	13

²⁹ <http://www.worker-participation.eu/National-Industrial-Relations/Countries/Hungary>

³⁰ <http://de.slideshare.net/christianwelz/varieties-of-industrial-relations-christian-welz-eurofound>

³¹

<http://www.eurofound.europa.eu/observatories/eurwork/comparative-information/national-contributions/hungary/hungary->

[representativeness-of-the-european-social-partner-organisations-in-the-cross-industry-social](http://www.worker-participation.eu/National-Industrial-Relations/Countries/Hungary/Workplace-Representation)

³² Kiss, Mihály: Ágazati párbeszéd Magyarországon, LIGA: 2014

³³ <http://www.worker-participation.eu/National-Industrial-Relations/Countries/Hungary/Workplace-Representation>



Trade unions mapping

Main trade union confederations

1. Democratic League of Independent Trade Unions (LIGA)
2. Merger: Autonomous Trade Unions Confederation (ASZSZ) and National Confederation of Hungarian Trade Unions (MSZOSZ): Hungarian Trade Union Confederation (MaSZSZ)
3. Confederation of Unions of Professionals (ÉSZT)
4. Forum for the Cooperation of Trade Unions (SZEF)
5. National Federation of Workers' Council (Munkástanácsok)
6. Metalworkers Union (Vasas)
7. Federation of Trade Unions of the Chemical, Energy and Allied Workers (VDSZ)
8. Democratic Union of Teachers (PDSZ)
9. Teachers' Union (PSZ)
10. Federation of Building, Wood and Material Workers' Unions (ÉFEDOSZ)

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Független Szakszervezetek Demokratikus Ligája		Democratic League of Independent Trade Unions
Founding Year	1988		
Sector/Branch	Confederation		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	István Gaskó	President	www.liganet.hu
	Adrienn Hangonyi	International secretary	international@liganet.hu
Number of Members (please comment on the official number applying a sensitive approach)	112,000 (120,000 estimated for 2015)		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support. European project funding, real property assets		
Number of staff (estimated if necessary)	After a peak in 2014-2015 (with around 150 employees) the number of employees is declining as most of them were hired to support externally funded work in projects.		
Political Orientation (short story in three lines)	Clear separation from politics; functionaries who switch to party politics must give up their union function – at the same time they are reputed to be close to the current government.		
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT) The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)		
Membership	Regional Umbrella Associations		Global Umbrella Associations
	ETUC		ITUC



	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Értelmiségi Szakszervezeti Tömörülés		Confederation of Unions of Professionals
Founding Year	1989		
Sector/Branch	Confederation, but at public universities, research institutes, university hospitals		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. Interna- tional Secretary. Youth Leader. etc.)	Name	Func- tion	Homepage
	László Kúti	Presi- dent	www.eszt.hu
Number of Members (please comment on the official num- ber applying a sensitive approach)	76,000 (in 2014) but decreasing		
Finance (major sources of fi- nance. please comment on the official figures applying a sen- sitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	2-5		
Political Orientation (short story in three lines)	None. more of a representation of professional interest for white collar workers;		
Cooperation in national committees	National Public Service Interest Reconciliation Council (OKÉT). National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT)		
Membership	Regional Umbrella Associa- tions		Global Umbrella Associations
	Eurocadres and indirectly rep- resented by SZEFG in ETUC		(indirectly represented by SZEFG in ITUC)
Comment			



	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Szakszervezetek Együttműködési Fóruma		Forum for the Cooperation of Trade Unions
Founding Year	1990		
Sector/Branch	Confederation. Public sector: teachers, the health sector, culture and arts, public admin- istration, police		
Cycle of Congresses/ Last Congress	06/2015		
Important Functionaries (Chair- man. President. International Sec- retary. Youth Leader. etc.)	Name	Function	Homepage
	András Földiák	President	www.szef.hu
Number of Members (please com- ment on the official number apply- ing a sensitive approach)	75,000 (2015)		
Finance (major sources of finance. please comment on the official fig- ures applying a sensitive ap- proach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	7+4		
Political Orientation (short story in three lines)	Due to having members from the public service no party po- litical connections; member organisations are free to decide on electoral alliances – cooperates traditionally closely with ESZT		
Cooperation in national committees	National Public Service Interest Reconciliation Council (OKÉT). National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT)		
Membership	Regional Umbrella As- sociations		Global Umbrella Associations
	ETUC		ITUC

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Munkástanácsok Országos Szövetsége		National Federation of Workers' Council
Founding Year	1990		
Sector/Branch	Confederation mainly in heavy industry (metal sectors in crisis regions). transport		
Cycle of Congresses/ Last Congress	09/2015		
Important Functionaries (Chair- man. President. International Sec- retary. Youth Leader. etc.)	Name	Function	Homepage
	Imre Palkovics	President	<a href="http://munkasta-
nacsok.hu">http://munkasta- nacsok.hu
Number of Members (please comment on the official number	50,000 (2014)		



applying a sensitive approach)		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets	
Number of staff (estimated if necessary)	n.a. (10-15 estimated)	
Political Orientation (short story in three lines)	Christian-national; in elections often is the informal supporter of different Christian-conservative parties; very close to the current national-Christian FIDESZ-KDNP government.	
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT). The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	ETUC	ITUC

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Magyar Szakszervezeti Szövetség	Hungarian Trade Union Confederation	
Founding Year	2015. by merger of MSZOSZ and ASZSZ		
Sector/Branch	Confederation, railway and local public transport, chemical industry, many industries with strong metal worker unions, construction, mining but also social services and food processing, large number of multinationals		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	László Kordás	President	elnok@szakszervezet.net
	Tamás Székely	Vice-president	tamassz@vdsz.hu
Number of Members (please comment on the official number applying a sensitive approach)	182,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees. governmental support. European project funding. real property assets		
Number of staff (estimated if necessary)	10-15		
Political Orientation (short story in three lines)	Social-democratic, regularly in electoral alliance with the socialist party MSZP; is mainly identified with the “state” unions by the general public.		
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT)		



	The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	ETUC	ITUC

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Vasas Szakszervezeti Szövetség		Metalworkers Union
Founding Year	1870		
Sector/Branch	Metallurgy, automotive industry, electro-technical industry		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	Béla Balogh	President	www.vasasszakszervezet.hu
	Balázs Bábel	International secretary	
Number of Members (please comment on the official number applying a sensitive approach)	Around 40,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	10-15		
Political Orientation (short story in three lines)	Left wing orientation of the leadership, but no congruent orientation of the company-level unions		
Cooperation in national committees	Sectoral social dialogue committee		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	IndustriALL	IndustriALL	

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Vegyész szakszervezete		Federation of Trade Unions of the Chemical. Energy and Allied Workers
Founding Year	1906		
Sector/Branch	Chemical. energy. Pharmaceutical		
Cycle of Congresses/ Last Congress	11/2015		
Important Functionaries	Name	Function	Homepage



(Chairman. President. International Secretary. Youth Leader. etc.)	Tamás Székely	President	www.vdsz.hu
Number of Members (please comment on the official number applying a sensitive approach)	35,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	15-20		
Political Orientation (short story in three lines)	Not close to a political party but anti-FIDESZ and part of the union close to one of the left wing parties "Együtt 2014"		
Cooperation in national committees	Sectoral Social dialogue committee Chemical Industry, sub-sector: Pharmaceutical industry		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	IndustriALL	IndustriALL	

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Pedagógusok Demokratikus Szakszervezete		Democratic Union of Teachers
Founding Year			
Sector/Branch	Education		
Cycle of Congresses/ Last Congress	11/2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	László Mendrey	President	www.pdsz.hu
Number of Members (please comment on the official number applying a sensitive approach)	n.a.		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	10-20		
Political Orientation (short story in three lines)	No political expression possible according to LIGA rules. however a former president had a function in FIDESZ (but left the union when doing so)		
Cooperation in national committees	National Public Service Interest Reconciliation Council (OKÉT).		
Membership	Regional Umbrella Associations	Global Umbrella Associations	



	ETUC	Education International (EI)
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2.21 9	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Pedagógus Szakszervezet		Teachers' Union
Founding Year	1918		
Sector/Branch	Education		
Cycle of Congresses/ Last Congress	12/2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	Istvánné Galló	President	www.pedagogusok.hu
Number of Members (please comment on the official number applying a sensitive approach)	80,000 (2014)		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	58		
Political Orientation (short story in three lines)	Due to having members from the public service no party political connections		
Cooperation in national Committees	OKÉT		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	ETUCE	International Education - IE	

	in National Language		in English
Name of TU Federation/ Confederation/Trade Union	Építő. Fa. és Építőanyagipari Dolgozók Szakszervezeteinek Szövetsége		Federation of Building. Wood and Material Workers' Unions
Founding Year	1903/1990		
Sector/Branch	Construction		
Cycle of Congresses/ Last Congress	2/2015		
Important Functionaries (Chairman. President. International Secretary. Youth Leader. etc.)	Name	Function	Homepage
	Gyula Pal-lagi	President	www.epitok.org.hu
Number of Members (please comment on the official number applying a sensitive approach)	6,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		



approach)		
Number of staff (estimated if necessary)	2-4	
Political Orientation (short story in three lines)	n.a.	
Cooperation in national committees	Sectoral Social Dialogue Committee	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	IndustriALL (Europe)	IndustriALL (global)

Employer Association Mapping

Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos szövetsége. MGYOSZ)

National Association of Entrepreneurs and Employers (Vállalkozók és Munkáltatók Országos Szövetsége. VOSZ)

National Federation of Consumer Cooperatives (Általános Fogyasztási Szövetkezetek Országos Szövetsége. ÁFEOSZ)

Hungarian Association of Craftsmen's Corporations (Ipartestületek Országos Szövetsége. IPOSZ)

National Association of Strategic and Public Utility Companies (Stratégiai és Közszolgáltató Társaságok Országos Szövetsége. Stratosz)

	in National Language	in English	
Name of the association	Munkaadók és Gyáriparosok Országos Szövetsége	Confederation of Hungarian Employers and Industrialists	
Founding Year	1902 / 1998		
Sector/Branch	Confederation. mainly industry. but also (industrial) services; all sizes but mainly larger companies		
Cycle of Congresses/ Last Congress	27 May 2015. congress (“közgyűlés”)		
Important Functionaries (Chairman. President. Director. etc.)	Name	Function	Homepage
	Dr Futó Péter	President	www.mgyosz.hu
	Wimmer István	Co-secretaire	
	Kelemen Géza	Vice president	
Number of Members	6,000 (companies)		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees. governmental support. European project funding. real property assets		
Number of staff (estimated if necessary)	8-12		
Political Orientation (short story in three lines)	Pragmatism, no orientation. but believing in social partnership and dialogue		



Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT) The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	BUSINESSEUROPE	International Organization of Employers. IOE;
		International Congress of Industrialists and Entrepreneurs. ICIE

	in National Language		in English
Name of the association	Vállalkozók és Munkáltatók Országos Szövetsége		National Association of Entrepreneurs and Employers
Founding Year	1988		
Sector/Branch	Confederation. mainly production. mainly SME		
Cycle of Congresses/ Last Congress	21 May 2015		
Important Functionaries (Chairman. President. Director. etc.)	Name	Function	Homepage
	Demján. Sándor	Managing Director	www.vosz.hu
	Dr Dávid. Ferenc	General Secretary	
	Varga. Julianna	International Director	
Number of Members	53,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	5-10		
Political Orientation (short story in three lines)	n.a.		
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT) The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	EUROCOMMERCE	IOE. BIAC	



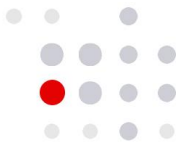
	in National Language		in English
Name of the association	Általános Fogyasztási Szervezetek Országos Szövetsége		National Federation of General Consumer Cooperatives and Business Associations Co-Op Hungary
Founding Year	1949 / 1990		
Sector/Branch	Retail-whole sale		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. Director. etc.)	Name	Function	Homepage
	Dr Zs. Szőke. Zoltán	President	www.afeosz.hu
Number of Members	8,300		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	n.a.		
Political Orientation (short story in three lines)	n.a.		
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT) The Consultative Forum of the Industry and the Government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma. VKF)		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	n.a.	n.a..	

	in National Language		in English
Name of the association	Ipartestületek Országos Szövetsége		Hungarian Association of Craftsmen's Corporations
Founding Year	1890's		
Sector/Branch	Handicraft		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. Director. etc.)	Name	Function	Homepage
	Gábor Solti	International Secretary	www.iposz.hu
Number of Members	60,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	2-5		



Political Orientation (short story in three lines)	n.a.	
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT)	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	European Construction federation (EBC) and European metal federation (EMU)	

2.22. 5	in National Language		in English
Name of the association	Stratégiai és Közzolgáltató Társaságok Országos Szövetsége		National Association of Strategic and Public Utility Companies
Founding Year	1994		
Sector/Branch	Public enterprises		
Cycle of Congresses/ Last Congress	2015		
Important Functionaries (Chairman. President. Director. etc.)	Name	Function	Homepage
	Dr. Mosóczy László	Director	http://www.stratosz.hu/
	Dr György Sárközi	Chief Executive Officer	
	Antal Csuport	Managing director	
Number of Members	10,000		
Finance (major sources of finance. please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real property assets		
Number of staff (estimated if necessary)	2-3		
Political Orientation (short story in three lines)	n.a.		
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács. NGTT)		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	CEEP	CEEP	



About the Author

Ildikó Krén was born in Germany (1963) and is an EU-project and labour relations professional. She holds an M.A. in Political Science from Hannover University and did MBA Courses at the University of Economics in Budapest and from 1994 to 1999 was project manager at the Friedrich Ebert Stiftung Hungary. She founded her company “Solution4.org” in 1999. From 2001 to 2005 she prepared Central and Eastern European branch trade unions to join the European Union as head of the European Federation of Food, Agriculture and Tourism Trade Unions’ regional office in Budapest. From 2006 to 2010 she was Coordinator of the IUF Global Organising Project for multinational companies; from 2010 to 2014 the Hungarian correspondent of the European Foundation for the Improvement of Living and Working Conditions in Europe (Eurofound). She lives in Berlin and Budapest as works as a consultant for labour relations, project funding and development.

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