

Annual Review 2014

Hungary – Labour Relations and Social Dialogue

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Executive Summary

In 2014 three nation-wide elections took place in Hungary and without any surprise, the national conservative FIDESZ won all elections with vast majorities. The left wing, liberal and green parties had no chance to build an at least decent powerful opposition on local, national, or even European level. Even the number of voters was somehow smaller; the support of the Hungarian population for the governing FIDESZ-KDNP coalition had been stable until autumn 2014. As a result the FIDESZ-KDNP policy making in 2014 can be characterized as an ongoing process of dismantling democracy, its system and actors of checks and balances. The five years ago announced plan of fulfilling the aims of the revolution in 1989 and the plans to establish a new political and economic elite by (illegitimate) shifting of large incomes made headway. However, looking at the developments of the last quarter of the year 2014, it seems that the number of internal and external opponents of the FIDESZ-KDNP politics is growing. More people doubt, that Hungary takes a good political and economic direction. Political public protest activities taking place since October, while more internal conflicts and serious suspicions of bribery within the governmental structure got publicity.

Concerning Trade Unions the most important development in 2014 was, that the unification of three confederation announced in 2013 has been postponed in November, even the implementation impeded a lot of organisational energy, which was missing for fights to improvement working conditions. In November and December protests against state budget plans, which will add massively burdens to the less wealthy part of society, resulted in more public visibility of Unions. Additionally several unions joint the public protests/demonstrations expressing general concern about the illiberal and autocratic tendencies of government. Unions let hear their voices as political actors together with other critical parts of society. Concerning the external affairs conflicts with the EU are growing because of Hungary's approximation to Russia. A secret treaty between Hungary and Russia on building a new nuclear power station was signed and increases the concerns of the EU.

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1. Report

1.1. Executive Summary

As well as in former years Hungary is experiencing difficult times in 2014. An authoritarian government stabilized its political power with the national and local elections this year. The political left wing opposition remained divided, the economic situation for many households has not improved, the industries' performance has not increased and the actors of social partnership are facing a deregulated system of labour relation. The strong pressure on the government by European institutions because of the lack of democratic guaranties, but also because of the economic and financial instability continued. The Orbán Government decided to continue and deepen the so-called "Eastern Partnership" with Russia and other authoritarian states in the region of former Soviet Union, which leads to additional discontent with the EU. In the same time, the relation to the USA is under pressure, due to corruption allegation against leading officials in Hungary.

The number and intensity of protests against government have suddenly started growing in the last quarter of 2014. The reorganisation process of the trade union movement has been suffering a setback, which slows down the reinvention. The financial situation of most of them remains difficult because of reduced access to state funding, but more organisation started fund-raising.

1.2. Socio-economic developments

The year 2014 was about consolidation after economic crisis, but critical analysis doubt whether the current economic consolidation is sustainable. The main critics are because the one-side concentration on financial stability, which rarely takes into consideration the strengthening of the economic output by increasing industrial production and purchasing power.

According to the EU commission „Hungary's GDP is set to grow robustly by around 3.2 percent this year and inflation to bounce back gradually to 3 percent"². Even leading conservative experts like Attila Chikan, who was the first minister for economic affairs in the first Orbán government, and later on the rector of the Budapest Corvinus University for Economic suspects that the decent

growth of the economy will decrease to 2.5% in 2015.

The government today alleges that in Hungary the economic upturn started, but oppositional experts predict a continuous decline, as there is no real increase of economic production. However, the GDP growth is not negative anymore (-1.7% in 2012; 1.5% in 2013 and 3.6% in the first 3 Qs of 2014. It was €67.000 GDP per capita (in PPS, Index: EU28=100) in 2013. The investments increased by 6.6 % in 2013 in relation to 2012 and were around 20% during the first 3 quarter of 2014. Domestic demand is the main driver of economy, according to Eurostat. The contribution to the growth of the GDP grows by 3.8 percent from 2013 to 2014, while the contribution of inventories is decreasing by 0.7 %. Net export is stable. Private consumption was in 2013 52.7 percent of the GDP and increases approximately by 2.1 % in 2014

The 2014 general government deficit is projected to reach the official target of - 2.9% of the GDP, from - 2.4% of the previous year. According to Eurostat, this is due to the significantly better revenue outlook as well as to the expenditure freezes announced in July 2014.

There had been a new system of online cash registers introduced, which could have generated a 0.3 percent impact to the GDP.

The inflation is on a very low level. In October 2013 was only 0.9% higher than a year ago and in October 2014 -0.4% compared to October 2013. The nominal average wages grew by 2.9 % in comparison to 2013 (Source: KSH)³.

The minimum wage is 101,500 HUF (around €330) for 2014, which is €10 higher than the one valid for 2013 and it is 43% of the average wage (Jan-Sept 2014). In 2013, the gross average wage was €794 (230,000 HUF) and in (Jan-Sept) 2014 it was €763 (234,000 HUF). The wages of women are in average 20% lower than men's wages. The average net wage is around 152,000 HUF (500 Euro).

²http://ec.europa.eu/economy_finance/eu/forecasts/2014_autumn/hu_en.pdf

³ Ebd.

The poverty line/ breadline for a single person was in 2005 56,408 HUF (223 Euro) 2010 78,736 HUF (286 Euro) and in 2013 87,510 HUF (302 Euro) according to the Hungarian Statistical Office. (Source: KSH)

Taking into consideration, that after deduction of the 16% flat tax one takes home around 65,500 HUF. It is clearly visible, that being a “working poor” is highly likely, if one earns only the minimum wage. Even people earning average are not far from being poor. People are less able to save money from their wages. Most have to be spent for daily needs. The saving rate of a household was 10.6% in 2013 and will stay approximately closely to this level in 2014 (10.7%). 70% of the Hungarians not even travel for a longer weekend. A recent research of the Hungarian Academy of Sciences, Centre for Social Sciences⁴ found out, that only 2 percent of the population belongs to the elite, the upper middle class has 10,5 percent. The emerging class has 6 percent, the so called rural intelligence (teachers, clergies, doctors etc.) living in the country side have 7 percent, 17 percent is the group of the average so called “kádári kisember típusa”, workers 16,5 percent, 18 percent are a drifting, 23 percent belong to the group of ripped off. This shows a very imbalanced society, and only on third of them have at least a stable decent income. This is an extremely low level compared to the EU average.

According to this poverty is on a high level: As of Eurostat ⁵ Hungary was in 2014 with 33.5 percent poor inhabitants the fifth poorest country in Europe (Bulgaria: 48 percent, Romania: 40.4 percent, Greece: 35.7 percent, Latvia: 35.1 percent). Even a recent report (summer 2014) by a pro-government weekly magazine *Heti Valaszt* and *origon.hu* concluded that 2 million people belong to the lowest group of society with only very few possibilities to improve living conditions. The number of poorest has increased since 2010 by more than 100,000, which is one-tenth of the society. A depressing fact is that especially children are impacted by poverty. In Hungary there are 620,000 children growing up in poorly insulated houses. 200.000 are living without electricity,

⁴ <http://szociologia.tk.mta.hu/integracios-es-dezintegracios-folyamatok>

⁵ <http://www.presstv.ir/detail/2014/11/04/384783/14-of-eu-citizens-at-risk-of-poverty/>

170,000 have no toilets in their home and 140,000 have not a bathroom with a shower or bath tub.⁶ The dilemma is that poverty reproduces itself: Most of the people living in poverty have lived so for longer period and their children never learned that decent work and participation in economic, cultural, political and social life is an option.

Opposite the above-mentioned research identified around 500,000 “aspiring young people” with a strong background and ambitions. These are mainly living in urban areas are well educated, have experience with working and studying abroad. Most of them have good connections and know how to use them. Those are probably the coming upper middle class and elite of the country.

Unemployment rate was 10.2% in 2013 and is around 7.4% in (Jan-Sept) 2014. The larger part of the decrease of unemployment rate in the statistics is mainly due to the initiated compulsory public work programme for unemployed and the shortened period for jobseekers allowance entitlement. Youth unemployment rate increased slightly in 2013 only for the youngest generation (15-19 years old, 1% more than in 2012). Female unemployment rate was the same as the male one in 2013.⁷

The employment rate was 62.9% in (Jan-Sept) 2014 while it was 58.3% in 2013 for both sexes. Among men it was 64.2% in 2013 and 68.2% in (Jan-Sept) 2014 and among women 52.9% in 2013 and 55.8% in (Jan-Sept) 2014 (Source, [KSH](#)). There were only around 428,000 new work places established between 2011 and 2014, however the creation of the new job places in ratio of the period is far behind the necessary to reach the goal set by Prime Minister Orbán in 2009, of one million new jobs till 2020.

The Hungarian society is aging, as the birth rate is low (around 9.0 in 2013). The life expectation at birth is lower than the EU average (78 for women, 72 for men); the life expectation of Roma population (around 7% of society) is estimated to be at least 10-15 years below the one of the “Hungarian” non Roma population.

⁶ www.habitat.hu as of June 28.2014

⁷ No more recent data available

There are significant differences between the socio-economic developments of the regions, but these are the same for decades. Boom region is, beside Central Hungary with Budapest, the Western part of Hungary. Dramatically underdeveloped are the North-Eastern regions of the country. There are no major incentives undertaken to change this.

There are only uncertain estimations on the level of the shadow economy in Hungary. On the one side the Hungarian government undertakes steps for whitening the economy by stronger control of tax paying mechanism. In 2014 every company and every private person must have a bank account. Every legal person has to sign a “factual owner statement” with its bank. If a company denies it, no transaction will be possible from January 2015. Opposite to this, the government is weakening the system of checks and balances, which – beyond serious constraints to the democratic system – results an enormous redistribution of obviously undeclared income to the political elite.

1.3. State policies

In 2014 three elections took place in Hungary. These were the first elections after the introduction of a new electoral law in 2012. Then the two third FIDESZ–KDNP majority enacted a fundamental change of the national electoral system. Beside other changes, the number of electable parliamentarians was reduced from 386 to 199. A one round system instead of the two rounds system was established and it gave first in history the possibility for Hungarians living outside the country to vote at the national election. In the same time, a regular adjustment of elector districts happened. Several investigation and researches shows that the changes strengthened the FIDESZ-KDNP votes. However, as they had a two third majority in parliament, the new law passed without problems. Nobody doubted that Viktor Orbán would be the next president again, only the dimension of the victory was unknown before. Finally the new government has got a 44.54 percent of votes (66.83 percent of seats), the left wing opposition 25.99 percent votes (19.1 percent), the nationalist JOBBIK party 20.54 percent (11.56 percent) and the Green party LMP 5.26 percent (2.51 percent of the seats). The weakness of the left wing opposition parties was be-

cause of the ongoing pressure and mobbing of left wing parties, NGO’s and unions, but also because there had been a very long-lasting internal but public discussion on how close the different left wing parties should cooperate before election. However the numbers of voters for the FIDESZ – KDNP were lower than at the last election and more people voted for the united left wing election alliance. The trade unions did not recommend a party to vote for, but for example MSZOSZ appeal for going to vote. LIGA trade union has not changed its traditional position that a union should not intervene in political issues.

At the European election in May 2014 a similar result as in the national election in April were realized.

At the nation-wide local election in October 2014 the candidates of the FIDESZ – KDNP won the overwhelming majority of major county capitals. (20 out of 23 – but in 2014 it were 22 out of 23). Democracy is under threat:

After winning the elections, the government went on to strengthening the economic influence of their own clients and destroying the leftovers of independent civil society. In summer 2014 Viktor Orbán held a speech in the region of Romania where the majority are ethnical Hungarian. He argued “the era of liberal democracies is over” and that several NGOs in Hungary, supported by foreign entities are not acceptable. In the same speech he mentioned Russia, Singapore, Kazakhstan and other authoritarian countries as best practises of national success.

The until 2013 independently acting National Development Agency was reorganised and integrated in the Prime Minister’s Office, thus EU funds distribution and tender process became depended on the government. There had been several protest of the opposition against this, but János Lázár, head of the office kept the funds within the Prime Minister’s Office. Also in summer 2014, János Lázár started an attack against some of the remaining independent funds. These are the so-called “Norwegian funds”, which distributions for work of NGOs are not controlled by state institutions but independent NGOs. With the support of the tax office and the police tax audits and

house-to-house searches in NGO offices took place. The police impounded documents, computers etc. arguing that tax fraud and incorrect account settlements happened. The investigation did not lead to serious suspicions. Finally, the issues had been terminated, but the threats are not over. Civil society is under close observation. The relationship to Norway cooled down and Norway sent several protest notes to Hungary summoned the Hungarian ambassador in Oslo. Up to now, there has been no information on similar investigations against German or other countries political foundations with activities in Hungary.

Shortly after the second elections, a number of scandals have shaken the country. And since there has been a serious series of protests ongoing.

It started with a governmental communication on plans to introduce an internet tax in October and got more momentum, after rumours were published, that U.S. government banned six Hungarians implicated in corruption charges from entering the country in early November. While the U.S. has not announced the specific names on the list, the head of Hungary's National Tax and Customs Administration (NTCA), Ildikó Vida admitted to be amongst them. In connection to this more and more voices have been demanding Orbán to resign because of bribery and nepotism of the political elite.

FIDESZ – KDNP has promised since 2010 that the economic situation of hard working Hungarians will be improving soon with the help of FIDESZ. More and more people understand now that those promises are not going to be fulfilled, which is an additional reason for protests happening.

One of these promises was to retribute those, who got foreign exchange credits for real estate purchasing. In summer 2014 it got clear that there will be only a very small restitution, which will not cover the financial risks people were suffering from. The introduction or the purpose to introduce new taxes which are painful for the average households is leading to more dissatisfaction than before. The people reached the bottom-line on ca-

capacity to suffer. This is especially obvious, when more and more scandals and rumours on the welfare and luxury of leading FIDESZ politicians get publicity.

Hungary under Orbán is opening themselves to Russian and other countries Eastern Europe central Asia region. Even in times, when the EU and NATO has a growing conflict with Russia because of Ukraine and Krim invasion, Orbán signed an agreement with Russia that Hungary gets a good credit from Russia to be used for the extension of the nuclear power station Paks in central Hungary. The details of the contract are unknown. Hungary is only doing the required minimum in supporting the sanction of the EU against Russia.

1.4. Industrial Relations and labour conflicts in 2013/2014

The Hungarian industrial relation system differs from the German one: Beside the different historical development a main difference is related to the economic structure: There are around 1,6 million companies in Hungary, only 5,500 of them employ more than 49 employees, thus the economy mainly consists of micro- and small sized enterprises. That means that classical industrial relation system is reduced to a relatively small number of companies in the private sector. On the other side the social dialogue in the public sector is far away from fair bargaining between equal partners as outcomes are strongly infused by ministries decrees.

Since 2010 the ruling government has undertaken fundamental steps in changing the system of tripartite labour relations at cross-sectoral level and at company level. After the re-election of the government, no additional restriction happened.

The government stopped bargaining and agreeing on minimum wages in the National Interest Reconciliation Council (Országos Érdekegyeztető Tanács, OÉT). It established instead a larger consultative forum, the National Economic and Social Council (Nemzeti Gazdasági és Társadalmi Tanács, NGTT). First, three national trade union confederations (MSZOSZ, LIGA and Munkástanácsok) consult three national employer organisations (ÁFÉOSZ-KESZ, MGYOSZ and VOSZ) about the wage increase for the following year

within the frames of the newly established Permanent Consultative Forum, between the private sector and the government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma, VKF). If they come to a consensus, their proposal is submitted to the government, which consults the NGTT, announces and codifies the agreement. However, there is no legal obligation of the government to consult the VKF. These missing legal guarantees imply fundamentals change for the social partners, as the consultation power depends only on the willingness of the government to consult.

Unions have lost bargaining power since 2010, but their membership is not shrinking any more. According to several sources, 10-16 % of the Hungarian employees (450,000 - 550,000 people) are trade union members in 2013, but there are no more recent figures available. Having lost the status of being negotiation partners in the OÉT, implicates reduced financial benefits from state budget. Hence some of the social partner organisations got under financial pressure and compete on the smaller resources available. Therefore unions in 2013 finally began redefining their own role, started merger processes.

In 2013 the newly released Public Education Act centralizes school maintenance and curricular regulations for public schools: The new office is named "Klebensberg Intézményfenntartó Központ" (Klebensberg Institution Maintenance Centre, KLIK). More than 4,000 schools, 1,2 million pupils and 120,000 teachers belong to KLIK. It will take over the right to designate school admission districts, the hiring of teachers and administrative personnel and the regulation standards of educational content.

In July 2013 the government announced Hungary would raise wages for 150,000 teachers from September 2013 by an average of 34%. On 22 November the PSZ signed a collective agreement with the new office, KLIK) valid for all 120,000 teachers.

The public employees sector is continuing to cooperate to strengthen bargaining power. As a result of this unequal bargaining power, several unions from the public sector are cooperating

even closer than in 2013. Teachers unions, the public employees' trade union (MKKSZ), health workers etc. have been working hard on strengthening their influence in 2014. Tools are pickets and other forms of public protests parallel to drafting proposals, writing appeals to reach better negotiation results. One of the issues is the so called "bridge carrier model for teachers", which shall improve the wage situation and accountability of carriers, but is not at all sufficient according to teachers and their unions. Another on-going issue is the wage freeze for most of the public employees in the last 7 years, which results a insufficient wage bargaining situation for all public employees and a third important is the restructuring of the employment service centres. The process started in 2013 and will end in 2015. The aim is to modernize the services, bringing jobseekers and employers together. MKKSZ is claiming to be better involved in the process as they are organising the employees of the centres but also understand the jobseekers a vulnerable group which should be protected by Unions.

On 1 May 2013 the Autonomous Trade Union Confederation (ASZSZ), the National Confederation of Hungarian Trade Unions (MSZOSZ) and the Forum for the Co-operation of Trade Unions (SZEF) announced the establishment of an integrated trade union federation. Four working groups have been set up later in spring with the aim of arranging the details of the unification. They are preparing joint objectives and principles, the structure of the new organisation, its operation(s) and a solution for the assets and property related issues. The congress was held at 6 December 2013. The Hungarian Confederation of Trade Unions was founded (Magyar Szakszervezetek Szövetsége MaSzSz). The decision was to have the year 2014 preparing all necessary steps to let the affiliated branch unions prepare the integration into the new organisation.

During 2014 the internal discussion on restructuring and preparing the merger was on-going. It was decided, that there will be 9 sectors defined and three mainstream committees (youth, women and pensioners). In autumn 2014 the three merging unions held their dissolution congresses and the unification congress of MaSzSz were scheduled for late November. However, only MSZOSZ affli-

ates decided on their congress to dissolve, at the SZEFS congress in early November the plan for unification did not find a majority. The congress vote with 28 to 32 votes against it. On the congress of ASZSZ a week later they deleted the question of unification from the agenda. Despite this backlash the first MaSzSz congress took place as decided at end of November and the three confederations underlined their willingness to merge and gave themselves time until February 2015 to go on building trust within their own affiliates.

Democratic League of Independent Trade Unions (LIGA) is still not participating in the unification. Even if its president István Gaskó congratulated in 2013 to the idea of merger, he mentioned that LIGA had not been invited. But when the unification was postponed in autumn 2014 Liga started a public communication underlining LIGAs epicurism on the failure.

Liga were able to increase manpower in 2013 and 2014 and built up stronger regional structure. The organizing approach was continued during 2014. They built up of nation-wide strategically well-developed network of organisers and are approaching companies to convince workers and existing unions to join the LIGA. There are rumours that this organising drive is not always fair against the other unions, as there are no inhibitions to entice away members or entire companies and branch unions.

The process of merger tied a lot of energy of three confederations; therefore they were rarely visible in public until November 2014. But then – probably also spurred by the increasing critics of a growing part of the society against government – the protest of unions gain momentum and visibility. More and more unionists but also entire unions joined the public protests. However, when the budgeting plans for 2015 were discussed in the parliament in early November and the government announced the plan to raise the tax on fringe benefits, the unions got finally mobilized. Since that time unions have been organising local and national pickets, protests etc. with an increasing number of participants.

As a concession to troubles with the Christians (KDNP) in the coalition in autumn 2014 the government enacted a new regulation valid from March 2015, which does prohibit retail activities on Sunday. Even a large number of exceptions were made later, the majority of the population is against this regulation. LIGA Union clearly shared this position arguing, ‘threats of mass dismissal in the sector are realistic’. The Retail Workers’ Union KASZ (Member of UNI) had some problems in finding winning arguments. On the one side, they participated in the UNI campaign against Sunday work in retail, knowing on the other hand that their members would need the income. LIGA Union used this to strengthen position and gain membership. Finally, KASZ wrote a letter to the government demanding negotiation on the issue and postponing the enforcement of regulation. Future will show the consequences of a quite defensive position of KASZ.

The multinational retail chains were protesting against the Sunday closures but without results up to now.

The public protest in autumn 2014 Hungary is a political one. Many people are tired of the capricious decision making process and increasing suspicion about the redistribution of public values to a small coterie. Unions are now using the momentum to make people understand, that their demands are not particular interest of a smaller group of workers elite, but are from the middle of society.

There are several signs that the protests bring results: The unity within FIDESZ is crumbling, conflicts within the party are sometimes visible after investigation of the press. Governing became a “muddling through” as the Government announces a legislative plan, and if there are too many well-organised protests, they step back. This happened with the plan internet tax, but also partly with the taxation of the fringe benefits.

Some analysts suspect that a number of these quick announcements and step backs after protests could be a tactic to undercover important changes.

In 2013 the healthcare and social care sectors' workers organised in 4-5 trade unions jointly established a strike committee preparing for a labour dispute. First time in the history, workers of hospitals, nursery, social institutions and kindergarten, etc. undertook such a step to increase bargaining power. Since that negotiation started with the related ministry and the unions have been interacting seriously with each other. Parallel, they are also deepening cooperation in order to prepare the merger of social sector unions within the new confederation.

At the end of 2013 all 28 unions being members of five different confederations but participating all in the Interest Reconciliation Committee for the Public Sector (OKÉT) founded a Joint Bargaining and Strike Committee (KÖZDEMOSZ). After 6 years of no wage increase and after the latest announcement of government not willing to start negotiation the KÖZDEMOSZ, the Prime Minister was urged in a letter to nominate a bargaining partner. There had not been an answer at the cut-off date of this Review. The protests were ongoing during the whole year of 2014.

There are no major changes in the system of sectoral collective bargaining. The social dialogue committees are doing sectoral bargaining since 2004, but in most of them only sector related professional issues are discussed without coming to an agreement.

There are only few extended sectoral wage agreements (e.g. Construction, Hotel Restaurant Catering). All of them got under pressure in 2013, because the new labour code weakens even more the coverage of bargaining between trade unions and employer organisations.

There are also changes in the bakery industry: the sectoral agreement expired finally in 2013 without

renewal. However, a new commission for social dialog was set up in the food sector and all sectors were able continuing their work without legislative changes in 2014.

The coverage of collective agreements was around 35 % in 2011, there are no serious estimations on the number in 2014, but it is most likely it has been shrinking due to legislative changes in 2011/2012. Several companies' managements took the opportunity, not to renew agreements with unions, when expiring, preferring local agreements with the works councils.

There were no major changes/developments in the employer organisations in 2014.

1.5. Youth unemployment (age group 15-29) and its background

The unemployment rate of people between 15 – 29 is with nearly 30% in 2013 on the same very high level as in the previous year. It is even more scandalising, when one takes into consideration that the employment rate, especially among youth, is very low in Hungary. In fact, it is one of the lowest in Europe. The rate of employment decreased since 1998 parallel to the young people's economic activity rate. This shows that the number of young people neither in employment nor in education increased dramatically in the last decade. Even the intensity of decrease slowed down somewhat at the time of EU accession (2003-2006) but the following economic and financial crisis has increased the tendencies again.

The following table shows how significantly the economic activity of young people has dropped during the last ten years:

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

	<i>Total population in this age cohort</i>	<i>inactive</i>	<i>active</i>	<i>active in %</i>
1998	2250000	1122000	1127000	50,0
2008	1645200	767900	877300	53,3
2010	1880000	1054000	826000	43,9
2012	1822000	1004000	817000	44,8

	<i>Total population in this age cohort</i>	<i>inactive</i>	<i>active</i>	<i>active in %</i>
2013 2Q	1795300	977700	817600	45,5
2013	1320000	646100	673900	51,0
2014	no data yet	no data yet	no data yet	no data yet

Source: KSH, http://www.ksh.hu/mpiaca19807_tablak

The unemployment figures demonstrate the vulnerability of the age group 15-29 in general and especially, the difficult situation of the youngest group in the cohort as the following table shows.

Unemployment (in %)

	1998	2008	2010	2012	2013 2Q	2013	2014
15-64	7.8	7.9	11.2	10.9	9.9	10.3	no data yet
15 - 29	15.4	21.8	28.3	30.7	29.8	30,1	no data yet
In details within the group of young people							
25-29	8.4	9.1	14.3	14	11.6	12.5	no data yet
20-24	11.4	18.2	25.1	26.4	24.5	25.0	no data yet
15-19	26.5	38.2	45.7	51.9	53.5	52.9	no data yet

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_10a.html

Source: HU1306011Q, *Working Conditions of young entrants to the labour market*

1.6. Forecasts

Until autumn 2014 it seemed to be that the national-conservative and authoritarian government is very stable and has the support of the vast majority. The public mood shifted rapidly. The next year will probably show how the government can gain back the trust. More important was whether the political and economic elite will support the government in the future. In December 2014 everything and nothing is possible, as there are no regular elections in 2015 in Hungary:

1. If Orbán gains back the trust and support of its clients, there will be no change in politics at all.
2. If the trust of his clients will remain on the today's level or even gets weaker, it is a question of Orbán's strategic capacity, how he stabilises the recent government and his own power. Orbán has shown several times, that he is a brilliant tactician.
 - a. the government could try to go in an even more authoritarian direction trying to weaken independent institutions.
 - b. the government has to compromise and invite more groups of the society to dialogue, preventing adhoc- decision making.

3. Less likely is that the left wing and liberal opposition will be able to be the spearhead of a consistent movement. The differences between all protesters are too large, the lowest common denominator is, that Orbán should leave, but there is no common idea on, what shall next come.

Anyway: For the desolate left wing opposition "under construction" it would be much better, if Orbán's government would go on and the oppositions could reorganise themselves and present themselves as the better solution in 2018.

For the trade union movement the next year is an important one: If merger of the three unions will be finally successful, there will be a two-sided union system in the future, with two competent and strong confederations. If merger fails, the only winner will be the LIGA union. International partners of the Hungarian union movement should start thinking about the consequences and steps to be done.

2. Annex of data

Acronym	Full Name
CDEFOP	European Centre for the Development of Vocational Training
EIRO	European Industrial Relations Observatory
ETUI	European Trade Union Institute
ES	Eurostat
IOM	International Organization for Migration
ML	Ministry of Labour
ND	National Data
OECD	Organisation for Economic Co-operation and Development (OECD)
UN	United Nations
U	Universities
WB	World Bank

2.1 Structure of the economy

Number of registered companies (by size and ownership)

Company Size	2008		2010		2012		2013	
	ownership		ownership		ownership		ownership	
	total	public	total	public	total	public	total	public
Micro 0-19	1630545	7806	1717670	9320	1783646	8921	1806578	8401
Small 20-49	14296	2774	14460	2819	13319	2614	12881	2340
Medium 50-249	8111	2754	8203	2968	7744	2661	6885	1804
Large 250<	1347	340	1329	378	1353	407	1348	407
Total	1654299	13674	1741662	15485	1806062	14603	1827692	12952

Source: <http://statinfo.ksh.hu/Statinfo/haViewer.jsp>

Number of employees by sector and gender (thousand)

Year	agricul- ture	indus- try	ser- vices	total	agricul- ture	indus- try	ser- vices	total	agricul- ture	indus- try	ser- vices	total
	Total				Men				Women			
2008	169,2	1 254,3	2 456,0	3 879,4	128,5	884,2	1 098,1	2 110,8	40,7	370,0	1 357,9	1 768,6
2010	171,8	1 160,8	2 448,6	3 781,2	130,8	813,1	1 078,7	2 022,6	41,0	347,7	1 369,9	1 758,6
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

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/h_qlf017.html

2.2 Collective Bargaining System

No changes occurred in 2014. No statistics available. The collective bargaining system is characterised by a fragmented, single-employer bargaining, negotiated mainly between the company's trade unions and the 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. 2013 is the first calendar year, where the new regulation took fully effect. There are no representative outcomes measured yet.

The right to strike was curtailed on 1 January 2011, the number of strikes decreased. There are no recent figures on the overall days of strike in 2013. But the number approaches zero, as there have not been at all relevant strikes or labour

related demonstration. There was no relevant or documented strike in 2014.

2.3 System of tripartite social dialogue

No changes occurred in 2014. The NGTT The negotiation on the 2015 wage recommendation for minimum wages started at December 17. 2014. According to the speaker of the employers' side Ferenc Dávid (VOSZ), they recommend a 3.5 percent increase. The workers' side speaker, Pe-

ter Pataky (MSZOSZ) said, there is nothing to speak about, as the government rejected to consult on the recommendation package the unions have presented. At the last NGTT meeting in December 2017 two Unions (SZEF and ASZSZ) left the meeting protesting with this against the government's behaviour on no real negotiation but only "theatre". The next negotiation will be after the end of report period.

2.4 Social security systems

Health-care insurance	2005	2010	2011	2012	2013
Number of insurees (in thousand persons/month)	3 881*	3 844	3 893	3 934	3 947
Proportion of insurees to resident population, %	38,5*	38,4	39,1	39,7	39.9

Source : <http://site.oep.hu/statisztika/2012/html/hun/A2.html>

<http://site.oep.hu/statisztika/2013/html/hun/A2.html>

* Estimated data

All sick-pay cases

	2005	2010	2011	2012	2013
Number of persons entitled to sick-pay, thousands/month	3486 ^{a)}	3 473	3 511	3 769	3 796
Daily average number of persons on sick-pay, thousands	102,4	76,3	62,1	54,8	54,2
Proportion of persons on sick-pay,%	2,9	2,2	1,8	1,5	1,4
Number of sick-pay cases ^{b)} , thousands	1 252,5	1 032,5	897,6	810,9	825,4
Number of sick-pay days, thousands	37 384,7	27 853,5	22 658,7	20 070,4	19799.7
Expenses on sick-pay, million HUF	90 483,9	74 138,3	60 500,6	53 537,8	57988.1
Expenses on sick-pay per day, HUF	2 420	2 662	2 670	2 668	2928.7
Sick-pay days per case	30	27	25	25	24

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

Source: <http://site.oep.hu/statisztika/2012/html/hun/A2.html>

<http://site.oep.hu/statisztika/2013/html/hun/A2.html>

2.5 Education and vocational training

On the basis of the reformed law on vocational training the dual system was introduced in 2011. Its objective is to replace current skilled-worker training programmes by a three-years vocational training programme what learners can enter after completion of primary and lower secondary level (year 8). In 2012 around 10,000 students took part in the dual system, it was planned to double the number of students in 2013. In the same time there have been 139,453 students in professional

school education including the dual system participants, so only around 15% of them is participating in the dual system this year. As it is a transition period, it is too early to foresee outcomes. But German-based/-owned companies have played an important role in the introduction of the dual system and they are clearly supporting it. For example there exist a well-developed dual education in Kecskemét (city of Mercedes Hungary) and also in Győr (city of Audi Hungary) – both are

“cutting edges” in the cooperation between companies and schools. In 2014 more companies decided to take responsibility in the dual system. A large number of them are German based com-

panies. Then Hungarian-German Chamber of Commerce is working on it to convince companies participating in the system.

2.6 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												
2008.	2,7	36,6	71,1	73,7	77,7	79,4	76,2	69,9	46,2	13,0	56,7	3,3	50,3
2009.	2,0	33,3	67,7	72,1	76,1	77,9	74,8	69,5	48,5	13,2	55,4	3,3	49,2
2010.	2,0	33,6	66,1	71,5	75,4	77,3	75,7	69,6	51,7	13,0	55,4	3,4	49,2
2011.	1,9	33,1	67,4	72,4	74,9	77,3	76,5	70,4	54,1	14,2	55,8	3,6	49,7
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. I-II.	3,1	39,4	71,6	75,4	80,6	82,3	81,5	77,1	62,3	18,0	4,3	1,5	53,9
Men													
2008	3,5	42,2	80,5	86,7	86,0	82,8	78,2	71,2	55,1	16,8	63,0	4,9	57,2
2009	2,5	36,6	75,5	85,2	83,7	80,7	75,9	70,5	57,1	17,2	61,1	5,0	55,5
2010	2,1	36,8	73,1	83,0	83,7	79,7	76,9	69,6	57,4	16,9	60,4	4,8	54,9
2011	2,2	35,9	75,7	84,9	84,2	79,9	78,6	72,0	58,1	17,9	61,2	5,2	55,8
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. I-II.	3,7	44,7	80,6	86,8	88,1	86,4	83,1	76,8	69,9	25,5	5,5	2,7	60,5
Women													
2008.	1,9	31,0	61,3	60,5	69,2	76,1	74,4	68,7	38,7	10,0	50,6	2,3	44,0
2009.	1,5	30,0	59,7	58,7	68,3	75,2	73,6	68,5	41,1	10,0	49,9	2,2	43,4
2010	1,9	30,3	59,0	59,3	67,1	74,8	74,5	69,7	46,9	9,8	50,6	2,5	43,9
2011	1,6	30,2	58,8	58,8	65,8	74,7	74,6	68,9	50,7	11,1	50,6	2,7	44,0
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. I-II.	2,6	34,0	62,4	63,8	72,9	78,0	80,0	77,4	55,9	12,2	3,4	0,7	47,7

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_02_11b.html?980

http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_02_09a.html?847

2.7. 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	60-64	15-64	65-74	
	Total												
2008.	38,2	18,2	9,1	7,2	6,8	6,8	6,5	6,4	5,5	...	7,9	...	7,8
2009.	49,4	24,5	12,2	9,2	8,6	8,6	8,6	7,7	7,0	...	10,1	...	10,0
2010.	45,7	25,1	14,3	10,4	9,8	9,7	9,5	8,9	8,6	...	11,2	...	11,2
2011.	43,5	24,8	12,7	9,3	9,9	9,7	9,9	9,2	9,4	...	11,0	...	10,9
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	25,0	12,5	9,8	8,3	8,9	8,4	7,8	8,0	...	10,3	...	10,2

Men													
2008	38,2	17,1	8,7	6,8	6,3	7,0	6,5	6,2	5,6	...	7,7	...	7,6
2009	49,3	26,2	12,7	8,6	8,3	9,0	9,1	7,5	7,2	...	10,3	...	10,3
2010	49,4	26,2	15,1	10,4	9,2	10,0	9,6	9,6	9,2	...	11,6	...	11,6
2011	44,4	25,9	12,5	8,6	9,7	9,9	9,5	9,0	10,6	...	11,0	...	11,0
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
Women													
2008.	38,2	19,6	9,6	7,8	7,5	6,6	6,5	6,5	5,5	...	8,1	...	8,1
2009.	49,6	22,4	11,4	10,1	8,9	8,2	8,2	7,9	6,7	...	9,8	...	9,7
2010	40,4	23,7	13,3	10,4	10,6	9,2	9,4	8,2	7,9	...	10,8	...	10,7
2011	42,2	23,6	12,9	10,4	10,1	9,5	10,3	9,4	8,2	...	11,0	...	10,9
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	26,4	12,0	10,2	8,9	9,0	8,8	7,1	7,5	...	10,3	...	10,2

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_10a.html

Hardening of unemployment:

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
2008	13,7	50,5	47,9	53,5	13,4	39,8	27,3	74,7	320,8
2010	16,9	64,9	63,1	84,4	23,6	75,9	43,4	95,4	467,6
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

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_08.html

2.8. Net average monthly salaries in Euro

Year	National Average	Private sector	Public sector
2012	353 (1€=289HUF YAverage)	361	334
2013.	342 (1€=307HUF 1QAverage)	343	341

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

2.9. Gender pay gap, adjusted, in %, Industry, construction and services, except public administration, defence, compulsory social security

2007	2008	2009	2010	2011	2012
16,3	17,5	17,1	17,6	18,0	20,1

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

There are only data until 2011 available, but according to a research of a "Hungarian HR online magazine" the pay gap reached 21% in 2013.

<http://www.fizetesek.hu/elemzesek/tovabbra-is-jelentos-a-nemek-kozti-berszakadek/50081>

2.10. 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	in % of the gross average wage	poverty level for 1 adult EUR
2008	4 400	792	470	274	34,7	285
2009	4 376	712	422	255	35,8	267
2010	4 430	735	494	267	36,3	286
2011	4 435	763	518	280	36,6	300
2012	4 449	770	498	320	41,7	297
2013		777	509	330	42,5	295
2014			214	330		

The minimum is below the poverty level in 2010 and this might have not been changed since.

Calculated on yearly average exchange rate, Hungarian National Bank, <http://www.mnb.hu/Statiztika/statiztikai-adatok-informaciok/adatok-idosorok>

Source:

and http://www.ksh.hu/docs/hun/xstadat/xstadat_eves/i_qli041.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_eves/i_qli030.html

2.11. Actual weekly working hours

	2008	2009	2010	2011	2012	2013	2014 Q2
Full time	40.8	40.7	40.6	40.6	40.6	41	41.3
Part time	23.9	23.9	24.3	23.4	23.2	23.2	23.0
Total	40.0	39.8	39.7	39.4	39.4	39.5	39.8

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

2.12. Normal work / atypical work

Quantitative data are not available. The introduction of new forms of employment into the Hungarian labour market and into law in 2012 is based on the redefined Lisbon Strategy 2005. There are no quantitative studies available. In a recent qualitative study we have found seven different kinds of new forms of employment in Hungary. Apparently, two types of the new forms are being more widely spread: the ones are bound to the tasks, which have to be done (like crisis management or interim employment) and the others, which are bound

to the positions (job sharing, employee sharing, etc). The latter forms are regulated by the new Hungarian Labour Code (2012/2013), thus composing directly a part of the national employment policy. The main obstacle in their permeation is that they are extraneous in the Hungarian labour culture. In practice these new forms are mainly introduced to increase women's labour market opportunities.

Source: EWCO, *Comparative Analytical Report on 'New forms of employment'*, 2013

2.13. Migration flow 2008-2012

No reliable data available

It is estimated, that around 100,000 people left in 2013 Hungary, while around 200,000 immigrated to Hungary. The percentage of people with migra-

tion background rose from 1.1% in 2001 to 2.1 % in 2011. The number of emigrants has grown during the crisis and especially after 2010. There are no data for 2013/2014 available.

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFP_UB/KS-SF-12-031/EN/KS-SF-12-031-EN.PDF

2.14. Human Development Index (HDI)

	<i>HDI</i>	<i>HDI - Health</i>	<i>HDI - Education</i>	<i>HDI - Income</i>
1980	0.709	...	...	...
1985	0.719	...	...	...
1990	0.715	...	...	...
1995	0.75	...	...	...
2000	0.790	...	...	.....
2005	0.820	...	...
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	0.818	74.62	11.31	21,239.13

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

Between 1980 and 2012 Hungary's HDI rose from 0.709 to 0.831 today, which gives the country a rank of 37 out of 187 countries with comparable data. In 2014 it declined to the level of 2005, which is rank 43.

2.15. Gini-coefficient on Income and on Assets (if any)

	2008	2009	2010	2011	2012	2013
Gini	25,2	24,7	24,1	26,8	26,9	28
EU-28	-	-	30.5	30.8	30.4	30.5

Source: ES, <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do> for 2013

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

	<i>minimum wage</i>	<i>sectoral</i>	<i>multi-employer</i>	<i>single-employer</i>	<i>average coverage</i>
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%

¹Source: 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 are differing because of the lack of data and some are only rough estimations. An explanation on the tendencies is presented by workers-participation saying: "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% to 33%".

2.17. Ongoing important collective bargaining agreements

Hungary is a country with a low coverage of collective agreements. Robust figures are missing (see 2.16). This clearly limits the effective scope on ongoing collective agreements.

2.18. Trade union density

There are no recent data available. The latest data from OECD is from 2008 (16.8%). <http://stats.oecd.org/Index.aspx?QueryId=20167>, Eurofound estimates for 2011 11% http://www.eurofound.europa.eu/eiro/country/hungary_3.htm and workers-participation estimates for 2012 12% (<http://www.worker->

participation.eu/National-Industrial-Relations/Countries/Hungary/Trade-Unions).

There is a decline ongoing in the membership of the public sector. Due to some restricting regulation 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%.

2.19. Employer's organizations density

Estimation is difficult. According to a still unpublished study of Eurofound (<http://www.eurofound.europa.eu/eiro/representativeness.htm>) one can carefully calculate, that the nine cross-sectoral employers' organization have together 180,000 member companies out of around 300,000 corporations. They employ around 2 million people. Taking into account that around 3 million people are employed, this number seems to be quite high. A careful estimation could be that the density might be around 50%. According to a recent study⁸ the employers' organisations are characterized by a very low level of cooperation willingness and sustainability, which hampers effectivity.

2.20. Workplace representation

According to Workers-participation (<http://www.worker-participation.eu/National-Industrial-Relations/Countries/Hungary/Workplace-Representation>) "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 in elected works councils.

Size of the respective company (Number of employees)	Size of the respective works council (Number of members)
21-50	1
51-100	3
101-300	5
301-500	7
501-1.000	9
1.001-2.000	11
2,000+	13

2.21. Trade union mapping

Main trade union confederations

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

⁸ Kiss, Mihaly: Ágazati párbeszéd Magyarországon, Liga: 2014

2.21. 1	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	11/2012		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	István Gaskó	president	www.liganet.hu
	Andrienn Hango- nyi	International secretary	international- al@liganet.hu
Number of Members (please comment on the official number applying a sensitive approach)	112000 (120000, estimated for 2014)		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets		
Number of staff (estimated if necessary)	around 150 (continuous hiring)		
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 Associa- tions	Global Umbrella Associa- tions	
	ETUC	ITUC	

2.21. 2	in National Language	in English	
Name of TU Federation/ Confederation/Trade Union	Autonóm Szakszervezetek Szövetsége	Független Szakszervezetek Demokratikus Ligája	
Founding Year	1990		
Sector/Branch	Confederation, but mainly railway and local public transport, chemical industry, tourism, - and catering industries		
Cycle of Congresses/ Last Congress	11/2014		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Tamás Székely	President	www.autonomok.h u
Number of Members (please com- ment on the official number applying a sensitive approach)	80000 (75000, est. 2014)		

Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets	
Number of staff (estimated if necessary)	10	
Political Orientation (short story in three lines)	After congress in 2012 a change in political orientation. Now ASZSZ stands up for political change. However some member Tu's prefer a loose federation of strong professional associations.	
Cooperation in national Committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács, NGTT)	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	ETUC	ITUC

2.21. 3	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 public universities, research institutes, university hospitals		
Cycle of Congresses/ Last Congress	5/2012		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	László Kúti	president	www.eszt.hu
Number of Members (please comment on the official number applying a sensitive approach)	76000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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 Associations	Global Umbrella Associations	
	Eurocadres and indirectly represented by SZEZ in ETUC	(indirectly represented by SZEZ in ITUC)	
Comment			

2.21. 4	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 administration, police		
Cycle of Congresses/ Last Congress	11/2014		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	László Varga	president	www.szef.hu
Number of Members (please comment on the official number applying a sensitive approach)	110000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets		
Number of staff (estimated if necessary)	8 -10		
Political Orientation (short story in three lines)	due to having members from the public service no party political 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 Associations	Global Umbrella Associations	
	ETUC	ITUC	

2.21. 5	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 and mainly heavy industry (metal sectors in crisis regions), transport		
Cycle of Congresses/ Last Congress	5/2013		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Imre Palkovics	President	http://munkastanacsok.hu
Number of Members (please comment on the official number applying a sensitive approach)	50000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets		
Number of staff (estimated if necessary)	n.a (10 -15 estimated)		
Political Orientation (short story in three lines)	Christian-national, in elections often the informal supporter of different Christian -conservative parties. Are 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

2.21. 6	in National Language		in English	
Name of TU Federation/ Confederation/Trade Union	Magyar Szakszervezetek Országos Szövetsége		National Confederation of Hungarian Trade Unions	
Founding Year	1990			
Sector/Branch	Mainly industry with strong Metall workers union, but also services and food processing, large number of multinationals			
Cycle of Congresses/ Last Congress	9/ 2014			
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name		Function	
	Péter Pataki		President	
	Károly György		International secretary	
Number of Members (please comment on the official number applying a sensitive approach)	125000			
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets			
Number of staff (estimated if necessary)	15-20			
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	

2.21. 7	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	18 April 2013 Committee Assembly, congress 11/2014			
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name		Function	
	Béla Balogh		president	
	Balázs Bábel		International secretary	
Number of Members (please	Around 40,000			

comment on the official number 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 properties 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 companies unions	
Cooperation in national committees	Sectoral social dialogue committee	
Membership	Regional Umbrella Associations	Global Umbrella Associations
	IndustriALL	IndustriALL

2.21. 8	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	10/2014		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	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 properties assets		
Number of staff (estimated if necessary)	15-20		
Political Orientation (short story in three lines)	Not closed to a political party, but anti-FIDESZ and part of the union closed to one of the left wing parties "Együtt 2014"		
Cooperation in national committees	Sectoral Social dialogue committee Chemical Industry, subsector: Pharmaceutical industry		
Membership	Regional Umbrella Associations	Global Umbrella Associations	
	IndustriALL	IndustriALL	

2.21. 9	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	23 September 2013		
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 properties assets		
Number of staff (estimated if necessary)	25-30		
Political Orientation (short story in three lines)	No political expression possible according to LIGA rules, however some former president got function in FIDESZ (but left 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)

2.21 10	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	30 June 2013		
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		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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

2.21. 11	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	30 June 2013		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Gyula Pallagi	president	www.epitok.org.hu
Number of Members (please comment on the official number applying a sensitive approach)	6000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties assets		
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)

2.22. 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](#))

2.22.1	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 size, but mainly larger companies		
Cycle of Congresses/ Last Congress	30 May 2013. congress ("közgyűlés")		
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage
	Dr Futó, Péter	president	www.mgyosz.hu
	Dr Vadász, Péter	Co-president	

	Dr. Rolek, Ferenc	Vice president	
Number of Members	6000 (companies)		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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	

2.22. 2	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	n.A		
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	53000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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	

2.22. 3	in National Language		in English
Name of the association	Általános Fogyasztási Szövetkezetek 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	n.A		
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage
	Dr Zs. Szőke, Zoltán	president	www.afeosz.hu
Number of Members	8300		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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.	

2.22. 4	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	2011		
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage
	Gábor Solti	International Secretary	www.iposz.hu
Number of Members	60000		
Finance (major sources of finance, please comment on the official figures applying a sensitive approach)	Membership fees, governmental support, European project funding, real properties 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)	
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2.22. 5	in National Language	in English	
Name of the association	Stratégiai és Közszolgáltató Társaságok Országos Szövetsége	National Association of Strategic and Public Utility Companies	
Founding Year	1994		
Sector/Branch	Public enterprises		
Cycle of Congresses/ Last Congress	n.A		
Important Functionaries (Chairman, President, Director, etc.)	Name	Function	Homepage
	Dr György Sárközi	Chief executive officer	http://www.stratosz.hu/
	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 properties 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	