

Annual Review 2013

Hungary – Labour Relations and Social Dialogue

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Executive Summary

As well as in former years Hungary is experiencing difficult times in 2013. An authoritarian government stabilizes its political power, the political left wing opposition is divided, the economic situation for many households worsened, the industries' performance have not increased and the actors of social partnership are facing a continuously deregulation of labour relation. In the beginning of 2013, there was a strong pressure on the government by European institutions because of the lack democratic guaranties, but also because of the economic and financial instability. There was a dispute with the IMF because of delayed or discontinued negotiations. The government reacted with a nationalistic rhetoric and symbolic mobilization of people supporting their politics. The trade union movement is undergoing a process of reorganization and reinvention. The financial situation of most of them got difficult because of reduced access to state funding. Only two of them realize an increasing financial power. Both of them have good access to government, anyway, but that might have no effect on the financial support. Three union confederations announced a merger in spring 2013 to be realized in winter 2013. Employer organizations are facing a decrease in members, as the labour law introduced in 2012 has no incentives provided, which would give an additional advantage being affiliated to a social partners organisation. There are some weaker reorganizational processes visible but without remarkable results yet.

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1. Report

1.1. Executive Summary

As well as in former years Hungary is experiencing difficult times in 2013. An authoritarian government stabilizes its political power, the political left wing opposition is divided, the economic situation for many households worsened, the industries' performance have not increased and the actors of social partnership are facing a continuously deregulation of labour relation. In the beginning of 2013, there was a strong pressure on the government by European institutions because of the lack democratic guaranties, but also because of the economic and financial instability. There was a dispute with the IMF because of delayed or discontinued negotiations. The government reacted with a nationalistic rhetoric and symbolic mobilization of people supporting their politics. The trade union movement is undergoing a process of reorganization and reinvention. The financial situation of most of them got difficult because of reduced access to state funding. Only two of them realize an increasing financial power. Both of them have good access to government, anyway, but that might have no effect on the financial support. Three union confederations announced a merger in spring 2013 to be realized in winter 2013. Employer organizations are facing a decrease in members, as the labour law introduced in 2012 has no incentives provided, which would give an additional advantage being affiliated to a social partners organisation. There are some weaker reorganizational processes visible but without remarkable results yet.

1.2. Socio-economic developments

The year 2013 was about consolidation after economic crisis, but it is doubted whether the economic stabilization is sustainable, because the one-side concentration on financial stability rarely takes into consideration strengthening the economic output with increased industrial production and purchasing power.

The government today alleges that in Hungary the recession has reached the bottom line, but oppositional experts predict a continuous decline, as there is no real increase of economic production. However, the GDP growth is not negative any-

more (-1.7% in 2012; 0 in 2Q 2013 and a predicted 1% in Q3 according to the prestigious Hungarian "Economic Research Institute" (Gazdaság Kutató Intézet -GKI). It reached €14,500 per capita in the first 9 months of 2013. The investments increased by 4.6 % in relation to the first 9 month of 2012 and will be around 4% at the end of 2013 predicted by GKI. The Purchase Power Parity (ppp) grew by 0.3 % point; not reaching the level of 2007. In 2013 it is €5,009, which is 38.9 % of the EU average and is ranked at the 31. place under the 42 European countries (the same place in 2012; Source: GFK-Hungaria, (one of the world's leading market research companies). Foreign Direct Investment (FDI) is declining in 2013 due to uncertain legal environment and high tax burdens for enterprises, especially for transnational strategic companies. It is round €3.5 billion (Source: Heritage). The current account balance is 2.3 % of the GDP in the third quarter of 2013, which is one of the highest since the global crisis. The balance of trade is €850 million on 31 October 2013 (Source: Trading Economics).

The inflation is on a low level. In October 2013 it is only 0.9% higher than a year ago. The nominal average wages grew by 4.7 % in comparison to 2012 (Source: KSH).

The public budget situation is better than a year ago, in summer 2013 the government brought the new public deficit below 3% by introducing a serious and unsocial austerity policy. The gross public debt reached 80.7 % of the GDP. Ahead of schedule, Hungary repaid all of its outstanding debt, worth €2.15 billion, owed to the International Monetary Fund from a 2008 emergency loan programme, by some "unorthodox methods" including the introduction of Europe's highest bank taxes. In 2013 Hungary is not anymore subject to an excessive deficit procedure of the EU.

The declared necessity of independence from EU influence is the main nationalistic "freedom fighter" rhetorical phrase of the government to push people accepting hard and often injustice/unsocial austerity measurements.

The minimum wage is 98.000 HUF (around €320) for 2013, which is €25 higher than the one valid for 2012 and it is 40% of the average wage.

In 2012 the gross average wage was €815 (218.000HUF) and in 3 Q 2013 it was €277 (230.000HUF). The wages of women are in average 20% lower than men's wages.

Employment rate was 10.9% in 2012 and is around 9.9% in the 2Q 2013. The small decrease of unemployment rate is mainly due to the initiated compulsory public work programme for unemployed. Youth unemployment rate increased slightly in 2013 to 28.8 % from 28.2 % in the year before (Source: Hungarian Central Statistical Office – ksh) Female unemployment rate is with 2 % below the male one.

The employment rate is 59.3% in October 2013 while it was 58.2% in the same time 2012 for both sexes. Among men it was 63.4% in 2012 and 65.5% in October 2013 and among women 52.4% in 2012 and 53.3% in October 2013 (Source, KSH). There were only around 50,000 new work places established between 2011 and 2013, so the creation of the new job places in ratio of the period is far behind the necessary to reach the goal of one million new jobs till 2020.

Poverty is increasing: while in 2005 there were 3,2 million people living below the poverty line/breadline (33% of all inhabitants), the number increased to 3,7 million in 2010 and reached 40% of the Hungarian inhabitants in 2013, according to Zsuzsa Ferge (Source: NOL). The poverty line/breadline for a single person was in 2005 €223 2010 €286 and in 2012 €271 according to the Hungarian Statistical Office. (Source: [ksh](#))

60% of the families' income goes for food and housing. The households' net saving rate in Hungary is low with 4.2% of the disposable income. There is a considerable gap between the richest and poorest – the top 20% of the population earn nearly four times more than the bottom 20% (Source: OECD). However, according to the OECD, Hungary along with France and Belgium is among the countries in which inequality has not changed significantly over the past 25 years. The Gini coefficient stabilized at around 0.27 in Hungary (2011, CDI) (to compare: 0.30 in 1995, and 0,28 in 2009).

The population is decreasing in Hungary. According to the censuses in 2001 and 2011 there was a 2.6% decrease in the number of registered inhabitants (from 10,198,000 to 9, 938,000).

The number of Hungarians leaving to work abroad has increased. There are no official statistical data available, but according to the Austrian Newspa-

per "[Das Standard](#)" the former Minister of economy and today's President of the Hungarian National Bank estimates, that 500.000 (5%) of the Hungarian Citizens works outside the country., 50.000 of them in Austria. The Newspaper calls the recent process a "historical wave of emigration" as a result of the deep economical and political crisis of the country. There is a brain drain of doctors, nurses and other qualified personal visible, which results in labour force lack in the health sector. The annual number of leaving medical and other doctors exceeded that of the fresh graduates first in 2012 and is continuing in 2013. (Source: [Migrace](#)). This is one of the reasons, that the government introduced a new regulation for students receiving a grant for learning in Hungary. They may not work abroad for double the time of the time of their education received in Hungary otherwise they have to pay back the grant. There is also a recognizable lack of qualified workers in the automotive industry.

The Hungarian society is aging, as the birth rate is low (around 1.25 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.

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. In 2012 the state secretary for tax affairs, Adam Balog said that the GDP could be higher by 25%, if the whitening of the economy would be successful. Therefore the government introduced a campaign and stronger, regular controls of the tax payment mechanism. There is no information whether this has been successful in 2013.

1.3. State policies

For the authoritarian national-conservative FIDESZ government the year 2013 is the last year in power before the next parliamentary elec-

tions, in spring 2014. This has traditionally been always a pork-barrel period. FIDESZ made this “more tasty” by popular endurance quotes of officials. “Hungary is doing better” has got one of the most frequently used official slogans by the end of 2013.

In the first two years of government unpleasant and often unsocial incentives were undertaken, which sharpened the economic situation of plenty Hungarians, able to reduce purchase power of the poorest, but also the medium wealthy cohort of society. (Introduction of one flat tax for all incomes, increasing the VAT to the highest level in Europe etc.). Parallel, the government fundamentally changed the legislative structure thus basically the political reality through changing and enacting an enormous number of central laws, their amendments and the replacement of institutions and persons with those who are loyal alliances. Furthermore a line of laws was enacted, which were able to reduce citizens’ participation, freedom of information, religious freedom rights and so forth. That was the situation at the end of the last report period.

Due to constitutional constrains and objections of the European Union a huge number of even cardinal laws² originally adopted in 2011 and 2012 had to be amended finally as an answer to the so-called Tavares report. The report was submitted in Mai 2013 by rapporteur MEP Rui Tavares and deals primarily with the legislative steps of the past three years against fundamental rights and the rule of law in Hungary. The government changed the rules where needed in order to avoid a process according to Article 7 of the Lisbon treaty against Hungary. But it was done by more sophisticated formal adaption of the regulations and laws instead of reforming antisocial or democratic incentives generally. For example there had been doubts of the EU but also by Hungarian Ombudsman on the legitimacy of an article in

² *Fundamental/cardinal laws*: a number of issues, such as specific aspects of family law and the tax and pension systems, which usually fall under the ordinary decision-making powers of a legislature, are regulated by cardinal laws; cardinal laws need a 2/3 majority to be changed

criminal law on prohibition of homelessness. The law was terminated before coming into force because of the interpellation of the national ombudsman in December 2012; and instead it was introduced in March 2013 in the constitution (4. amendment) saying that “homelessness may be ruled as an administrative offence by local communities if seen as necessary”.

Many of the government’s incentives and laws targeted to weaken the anyway weak political left wing and liberal opposition some more. Thus, a more authoritarian governmental style contributing was introduced and contributed to an increasing aggressive and exclusionary climate in the country. Realizing that the next election is approaching, the FIDESZ government used the second part of 2013 as period for reinforcement of its political power and there have been two legislations and procedures, which are indicators that FIDESZ is probably not only stabilizing its political but also its economic influence:

- In summer 2013, the new law on agriculture was introduced. To understand the background one should know that the highly agricultural country has got a period of seven years after the accession to the EU to regulate the trade on agricultural land. This was restricted to Hungarian citizens until 2013. The new law aimed ostensibly to protect the “land of the Hungarians for young families and smallholders, not to get sold to foreigners and large multinationals”, but made the application to agricultural land in fact unavailable for the prior ones. As a result, only large companies, mainly close to FIDESZ network were the profiteers of the regulation. József Angyán an agrarian engineer, FIDESZ parliamentarian and a member who left the party protesting against this law, was claiming that “gambling capitalist oligarchs” and “mafia families” take the EU funds of the Common agricultural policy (CAP).
- The other regulation was on tobacco ban: The government decided last year that the sale of tobacco products would in future be limited to just 5,000 licensed vendors – compared to 45,000 retailers before. The primary aim was to prevent minors from smoking by restricting tobacco sales to designated corner shops. The government awarded the licenses after a

tender procedure, and claimed to support small family businesses, single mothers and people with disabilities. In fact only 5% (280 out of 5,145) successful tenderers are disabled and most of the licenses were dedicated to FIDESZ politicians and their family members.

- In summer 2013 there had been introduced a so called “utility price cut for households”, which is a kind of price limitation for energy suppliers, heavily criticized by the mainly multinational suppliers, because it reduces their incomes before taxes. EU voices are claiming additionally that this limitation destroys the fair competition and loads heavy burdens on multinational players such as E-on and EDV-France. Even a limitation of profit of companies might be a step to divide financial burdens; this is a populist way to present demagogically how unjustly Hungary is threatened by the multinational capital and how brave the FIDESZ government is protecting the Hungarians. Some first calculations of the IMF shows (<http://www.imf.org/external/pubs/ft/wp/2013/wp13207.pdf>) in the same time, that in general the government has chosen the most expensive and painful economic rehabilitation by its actions. The populist redistribution through the households overall limitation is not a real redistribution.
- Worth to mention are so-called “Strategic Agreements”. The Hungarian government negotiates strategic agreements with large companies, mainly with multinational companies in the manufacturing sectors. These agreements shall guarantee cooperation and mutual support in favour of Hungary and the welfare of the companies. Both social partners, trade unions and employer organisations, are questioning the way of consultation and bargaining at both sides. Despite this the Hungarian unit of US-based manufacturer Jabil Circuit have announced to dismiss almost 10 % of the employees. The case of Jabil is expressly interesting, because the company has previously received subsidy for job creation and signed strategic agreement with government earlier this year. Since announcement of the layoff, workers have reported poor and inhuman working conditions. While the Hungarian PR machinery always proudly presents the strate-

gic agreements, there is no public discussion on the need to include social partners into the negotiations.

With the argument, that centralization of control on strategically important institutions is able to improve efficiency and effectively, several restructuring processes have been introduced resulting in nationalization/centralization:

- In 2012 the “nationalisation” of hospitals took place (under direct ministerial ruling instead of local-regional communities) and
- in 2013 the newly released Public Education Act centralizes school maintenance and curricular regulations for public schools: The new office is named “Klebelsberg Intézményfenntartó Központ” (Klebelsberg 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.

1.4. Industrial Relations

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:

The government stopped bargaining and agreeing on minimum wages in the National Interest Reconciliation Council (OÉT). It established instead a larger consultative forum, the National Economic

and Social Council (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 (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 are losing bargaining power and their membership is shrinking. According to several sources, 10 -16 % of the Hungarian employees (450,000 - 550,000 people) are trade union members in 2013. This number used to be more than one million a decade ago. 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. However there is no debate within the unions how to get less vulnerable by unlocking new sources of income like increasing membership.

The Democratic League of Independent Trade Unions (LIGA), partly together with the larger employer organisations, was the only confederation successfully applying financially well-appointed to employment and labour relations project funds tendered by the Hungarian government and the EU social fund this year. Therefore their financial position got stronger. They were able to increase manpower in 2013 and built up a stronger regional structure. Their membership is increasing due to an offensive campaign. LIGA signed some agreements in 2012 with employers' organisation (STRATOSZ, MGYOSZ) to ensure access of door-step-brigades to unorganised companies. It is said, that in the last year more than 100 people were hired to do organising on companies level. However, their critics say that there is a «buyout» happening, organisers are approaching also un-

ionised companies and alienate members or entire member organisations from other confederations.

On May 1st 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 (SZEZ) 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 final congress was held at 6th December 2013 and the Hungarian Trade Union Confederation was founded (Magyar Szakszervezeti Szövetség – MSZSZ). There are some ideas on the structure of the new confederation; probably there will be four main pillars: social services, light and heavy industry, public utilities, but this process has still to be discussed. Therefore in late 2013 it was decided, that the unification congress in December 2013 will be the start of an interim period and the final congress will be held at the end of 2014.

LIGA is not participating in the unification. However, its president István Gaskó congratulated but mentioned that LIGA had not been invited. He prefers a loose cooperation as he has tried in vain and tried to reach an agreement with other unions several times in the previous years.

There have been critical rumours by some of the 70 trade unions affiliated to the three federations on the process of merger, but so far only one organisation undertook a step: The Hungarian Engine Drivers' Union (MOSZ), a member of ASZSZ has suspended its membership until the merging process will be completed and the new association's aims, principles and the new constitution will be published.

Some main labour conflicts occurred in 2012/13:

In September 2012 negotiations have been started in the National Public Service Interest Reconciliation Council (OKÉT) between teacher unions and the government. Unions outlined the needs of a 20 % wage rise as of January 2013, because the teachers' salaries have been frozen

since 2008 and “13th month” salaries were withdrawn in 2009.

In October 2012 as a result of several failed rounds of negotiation the Trade Union of Teachers (PSZ), the Democratic Trade Union of Teachers (PDSZ), the Education Officials' Trade Union (OVSZ) and the Hungarian Public Educational and Vocational Union (MKSZSZ) formed a strike committee. In January 2013 the responsible state secretary Zoltán Balogh announced that the government finished negotiation with three of the four unions (PSZ, OVSZ and MKSZSZ) and signed an agreement on labour condition but not on wages. The fourth one, PDSZ (LIGA) refused to sign this agreement, because «none of our demands were taken into consideration», as they wrote on their homepage.

In July 2013 the government announced Hungary would raise wages for 150.000 teachers from September 2013 by an average of 34%. At 22nd of November the PSZ signed a collective agreement with the new office “Klebelberg Intézményfenntartó Központ” (Klebelberg Institution Maintenance Centre, KLIK) valid for all 120,000 teachers.

Another public sector labour dispute is rising: The health and social sectoral workers organised in 4-5 trade unions have jointly established a strike committee preparing for a labour dispute. First time in the history, workers of hospitals, nursery, social institutions, kindergarten etc. had undertaken 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. Next year will show the results.

On 18th of November 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). This is the legal basic to officially start wage negotiations and – in case – a labour dispute. After 6 years of no wage increase and after the latest announcement of government not willing to start negotiation the KÖZDEMOSZ 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.

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 organisation. For example in 2013 the pharmaceutical industry, represented by the sectoral employer organisation, MAGYOSZ was originally not interested to sign their annually renewed sectoral agreement with the trade union VDSZ. Instead they preferred to agree on a new but weaker one. At the end a multi-employer agreement was signed by most of the members and MAGYOSZ only countersigned it.

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

The coverage of collective agreements was around 35 % in 2011, there are no serious estimations on the number in 2013, 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 council.

There were no major changes/developments in the employer organisations in 2013.

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

The unemployment rate of people between 15 and 29 remained on nearly 30% in 2013. It is even more scandalising, when one takes into consideration that the employment rate, especially among youth, is one of the lowest in Europe. The rate of employment decreased since 1998 parallel to the young people economic activity rate. This shows that the number of young people neither in employment nor in education increased dramatically in the last decade. Even if the intensity of

decrease slowed down somewhat at the time of EU accession (2003-2006), the following economic and financial crisis has amplified the tendencies again.

The following table shows the significant drop of economic activity of young people during the last ten years:

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

	<i>Total population in this 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
2013 2Q	1795300	977700	817600	45,5

Source: KSH, http://www.ksh.hu/mpiacal9807_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

%

	1998	2008	2010	2012	2013 2Q
15-64	7.8	7.9	11.2	10.9	9.9
15 - 29	15.4	21.8	28.3	30.7	29.8
In details within the group of young people					
25-29	8.4	9.1	14.3	14	11.6
20-24	11.4	18.2	25.1	26.4	24.5
15-19	26.5	38.2	45.7	51.9	53.5

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

Most important developments will depend on the results of the next parliamentary election in spring 2014. The national-conservative authoritarian government will be re-elected most likely with a vast majority of seats. Doubts are appropriate if the results of the election will be a precise mirror of the people's or due to the following facts:

- people have the feeling that no party represents their interests and therefore the participation in the election will be low and

- the opposition is split like in 2012 and more occupied dealing with internal and other left-wing parties' problems than building up an alternative for voters who do not want to support the FIDESZ/Jobbik faction.
- Inclusion of Hungarians living constantly in other countries by new legislation is expected to boost FIDESZ votes.

If FIDESZ is re-elected a continuous austerity policy and segregation of the society will result. Authoritarian tendencies in political decision-making will be strengthened as well as nationalist

rhetoric. The labour relations will probably be de-regulated further. The number of collective agreements and their coverage will decline. Trade unions' reorganization will go on and probably lead to a two-pole structure with LIGA on the one side and the successor of MSZOSZ, SZEF and

ASZSZ on the other side. It is most likely that there will be also changes on employer associations' side. One scenario could be that the largest association MGYOSZ will remain the main organization in future, most of the other will develop into professional lobby organizations.

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	
	ownership		ownership		ownership	
	total	public	total	public	total	public
Micro 0-19	1630545	7806	1717670	9320	1783646	8921
Small 20-49	14296	2774	14460	2819	13319	2641
Medium 50-249	8111	2754	8203	2968	7744	2661
Large 250<	1347	340	1329	378	1353	407
Total	1654299	13674	1741662	15485	1789509	15234

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

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

2.2 Collective Bargaining System

The collective bargaining system is characterised by a fragmented, single-employer bargaining, negotiated mainly between the company's trade union and the single employer. 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. The best reported local conflict occurred at the Hungary's largest steel-maker Dunafer in February 2013 during the collective negotiations, but after a warning strike it was solved.

2.4 Social security systems

Health-care insurance	2005	2010	2011	2012
Number of insurees (in thousand persons/month)	3 881*	3 844	3 893	3.934
Proportion of insurees to resident population, %	38,5*	38,4	39,1	39,7

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

All sick-pay cases

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

2.3 System of tripartite social dialogue

Changes occurred already before 2013. Since 2011, the government has made efforts to restrict social dialogue at national level and reorganised bargaining rights. The main institution of the national reconciliation system was changed to an advisory board (NGTI), containing not only the social partners (trade unions, works councils, employer organisations and the state's representatives) but representatives from other non-profit organisations and other professionals. The committee had 4 meetings during the last year.

In February 2012, the government, three trade union confederations (LIGA, MSZOSZ, Munkástanácsok) and three employer organisations (MGYOSZ, VOSZ, ÁFEOSZ) agreed on establishing a consultation forum, the Permanent Consultative Forum, between the private sector and the government (Versenyszféra és a Kormány Állandó Konzultációs Fóruma, VKF). Since then both bodies are working without changes. They have at least bi-annual meetings, but during consulting the proposal for the next years wage increase meetings are more frequent.

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>

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 par-

ticipants, 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.

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 jan-sep	2,2	34,2	68,4	72,3	76,4	79,8	79,2	74,3	57,9	15,8			51,3
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 jan-sept	2,7	38,4	75,4	83,4	85,3	82,9	80,5	74,7	65,7	21,8			57,3
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 jan-sept	1,7	30,0	61,3	60,9	67,3	76,6	78,1	73,8	51,3	11,2			45,4

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_evkozi/e_qlf016a.html
http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_02_09a.html?847

2.7. Unemployment rate

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 Jan-Sep	53,0	28,9	15,3	12,0	9,8	10,0	9,1	10,3	9,7	...	...	...	12,4
	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 Jan-Sep	51,6	25,0	13,5	10,4	8,3	9,1	8,0	7,5	7,7	0,0	0,0	0,0	10,7
	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 Jan-Sep	55,9	27,4	12,0	10,6	9,3	9,3	8,8	7,5	7,7				10,5

Source: KSH, http://www.ksh.hu/docs/hun/xstadat/xstadat_hosszu/mpal9807_03_08.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-
2008	13,7	50,5	47,9	53,5	13,4	39,8	27,3	74,7
2010	16,9	64,9	63,1	84,4	23,6	75,9	43,4	95,4
2012	39,4	65,0	63,3	81,9	22,3	59,5	36,6	100,6
2013 ¹⁾	52,9	50,7	58,1	67,2	25,9	53	24,5	94,4

¹⁾ Jan - Sept

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	497	520	447
2013 Jan-Aug	498	522	448

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
16,3	17,5	17,1	17,6	18,0

Source: ES, <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do;jsessionid=9ea7d07e30d8e6261714edfc41dfa58ad6077b596b4e.e340aN8Pc3mMc40Lc3aMaNyTb3iOe0>

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	486	320	41,7	
2013		I. Q 761 II.Q 779	I. Q 499 II.Q 510	326	..	

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/Statisztika/statisztikai-adatok-informaciok/adatok-idosorok>

Source: http://www.ksh.hu/docs/hun/xstadat/xstadat_eves/i_zhc011.html

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

2.11. Actual weekly working hours

	2008	2009	2010	2011	2012	2013 I.Q	2013 II.Q
Full time	40.8	40.7	40.6	40.6	40.6	40.6	40.7
Part time	23.9	23.9	24.3	23.4	23.2	23.3	23.4
Total	40.0	39.8	39.7	39.4	39.4	39.5	39.5

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 Lisboa 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 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 migration 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.

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

2.14. Human Development Index (HDI)

	HDI	HDI - Health	HDI - Education	HDI - Income
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

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

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.

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

	2008	2009	2010	2011	2012
Gini	25,2	24,7	24,1	26,8	26,9
EU-score place	23	27	27	20	22

Source: ES, <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do> for 2012 (missing data from Austria and Belgium)

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

	minimum wage	sectoral	multi-employer	single-employer	average coverage
2007 ¹	100%	n.a	n.a	n.a	40,6%
2009 ²	100%	n.a	n.a	n.a	22%
2012 ³	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.

estimated, that the membership level is still around 25%.

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

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%.

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](#))

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 Hangonyi	International secretary	international@liganet.hu
Number of Members (please comment on the official number applying a sensitive approach)	112000		

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 100 (continuous hiring)	
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. 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	11/2012		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Tamás Székely	President	www.autonomok.hu
Number of Members (please comment on the official number applying a sensitive approach)	80000		
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		
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	
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 SZEF in ETUC	(indirectly represented by SZEF in ITUC)

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	12/2013		
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		
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)		
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	12/ 2013		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Péter Pataki	President	www.mszosz.hu
	Károly György	International secretary	kgy-orgy@mszosz.hu
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		
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, next congress in 2014		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Homepage
	Béla Balogh	president	www.vasasszak szervezet.hu
Sándor Csurgó	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 properties assets		
Number of staff (estimated if necessary)	10-15		
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	2012		
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	
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		
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)	Membership fees, governmental support, European project funding, real properties assets		

applying a sensitive approach)		
Number of staff (estimated if necessary)	58	
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 Pal- lagi	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 fund- ing, real properties assets		
Number of staff (estimated if necessary)	2-4		
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	Confederation of Hungarian

	Országos Szövetsége	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		
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		
Cooperation in national	National Economic and Social Council (Nemzeti Gazdasági és		

committees	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		
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)	Membership fees, governmental support, European project funding, real properties assets		

applying a sensitive approach)		
Number of staff (estimated if necessary)	2-5	
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 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			
Cooperation in national committees	National Economic and Social Council (Nemzeti Gazdasági és Szociális Tanács, NGTT)			
Membership	Regional Umbrella Associations	Global Umbrella Associations		
	CEEP	CEEP		