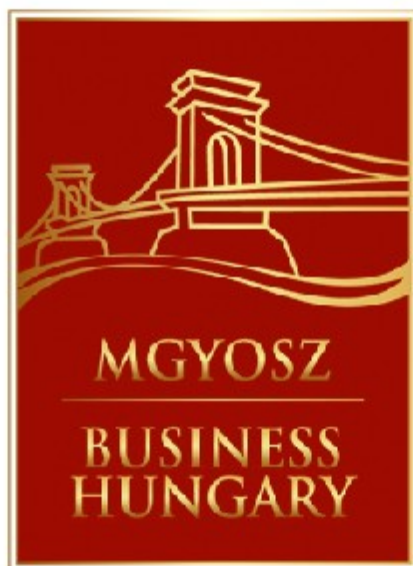


MUNKAADÓK
ÉS GYÁRIPAROSOK
ORSZÁGOS SZÖVETSÉGE
CONFEDERATION OF
HUNGARIAN EMPLOYERS
AND INDUSTRIALISTS

BUSINESSEUROPE



Az MGYOSZ a BUSINESSEUROPE tagja.
Member of BUSINESSEUROPE



The world of labour in bilateral agreements – Decent Work - Hungary

Oslo, 25 November 2014



About MGYOSZ/BUSINESSHUNGARY

- Employer organisation, founded in 1902
- Represents the 60% of the competitive sector
- Members:
 - 7000 medium and large size companies
 - 51 professional associations
 - 15 regional organizations
- Representation office in Brussels since 2004
- Member of BUSINESSEUROPE and IOE since 2005



Project datas



- Grant: Norway Grants 2009 – 2014
- Fund: Fund for Decent Work and Tripartite Dialogue
- Programme operator: Innovation Norway
- Total project budget: 188 355 EUR
- Approved grant amount: 169 520 EUR
- Contracting: 10/12/2012
- Closing: 31/12/2014





Project Partners



- Project promoter:

Confederation of Hungarian Employers and Industrialists - MGYOSZ/BusinessHungary

- Donor project partner:

Confederation of Norwegian Enterprise - NHO



- Local project partner: National Confederation of Hungarian Trade Unions - MSZOSZ



Main objective of the project



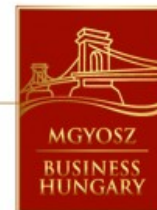
- Implementation of the new Labour Code - reshapes collective rights and working conditions
- To ease the adoption of the new regulation for the member companies and social partners
- 2012: relevant modification in the new Labour Code
- 2014 March: final version stepped into the force

Kick-off meeting - Norway, Oslo 25-26 Febr 2013

- 3 national organisations visited – NHO, LO, Court of Labour Disputes and the HR department of Telenor (very active investor in Hungary)
- Collecting information about Norwegian practice of social dialogue and collective agreements
- Electronic and printed materials collected about the Norwegian collective bargaining system



Main activities



Project conference – Hungary, Budapest 4 Dec. 2013

- Near upon 100 guests
- Opening speech the Ambassador of Norway to Hungary, 2 speakers from NHO, 1 from Innovation Norway, 1 from ILO
- On the agenda: tripartite debate of high level representatives of social partners (Ministry of Economy, MSZOSZ, MGYOSZ) about the preconditions of decent work in Hungary
- Press release about the introduction of the project



Main activities

Informational project website and advisory surface

- www.decentwork.hu
- On labour law and social insurance
- For employers and employees
- E-mail invitations, press release
- 3 experts on labour and social law
- More than 200 questions arrived

Broshures – e-Learning framework 5 books:

- The world of labour in bilateral agreements
- 165 Q&A about the Hungarian Labour Code
- Collective bargaining in Hungary and in Norway
- Preparation for the negotiations
- English summary of book n.1 and n.2. (basics of Hungarian labour law in English)

Complete e-Learning materials:

- based up on the outcome of the workshops
- book n.1 and book n.2

Advisory surface – topics of questions

- Numerous social security specific questions
 - Temporary staffing and the social security contributions, pension entitlements
 - In case of unpaid leave or terminated labour relation maintaining the health coverage
- The pensioners' possibilities in the labour market
- Study contracts
- Qualification requirements in civil service

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Complete e-Learning materials:

- based up on the outcome of the workshops
- book n.1 and book n.2

Training workshops – more than 200 participants

- 3 workshops on labour law (books as „toolkit”)
 - Introduction of basic principles of the new Labour Code and collective bargaining
 - Introduction of recent modification of the Labour Code related to the new Civil Code
 - The most important features of work-arrangements: working time and remuneration
- 2 workshops on negotiation techniques
 - Based on book n.4, simulation game



Sustainability



- Stronger bilateral relationship with NHO → further development
- Better knowing of Norwegian social dialogue, economy and culture
- Cooperation with the Norwegian and the Hungarian partners in longer-term opportunities to keep the topic on the agenda





Sustainability



- Active project website
- Distribution of the publications on future events
- Integration of project's learning in our daily activity
- Application of the experiences and best practices from our Norwegian partner





Future plans



- Continuing and developing the project work with the current partners
- Survey amongst our member companies and social partners for developing our new projects with similar subject





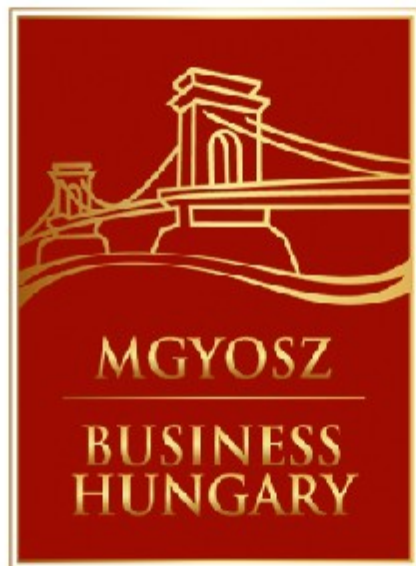
Proposals



In the future projects

- Ensuring the possibility of frequent and continuous consultations with the other project promoters
 - Useful to know each other's project results, difficulties (if there are) and experiences
- as it was at the experimental workshop in the Embassy to Hungary at the beginning of November





Thank you for your kind
attention!