Main challenges in terms of quality employment, collective bargaining in the Hungarian childcare sector

Brussels - 6 December 2017

Viktória Szűcs, president of Democratic Trade Union of Crèche Employees
Some statistical data about Hungarian Crèche workers 2017.

- **Sector:** Social sector (State Secretariat of Family Policy)
- **Number of crèche workers:** 11,200 people
  - **Professionals:** 7,279 people
    - with colleges degrees: 905 (Infant and early childhood educators), with vocational degrees: 6,229
  - **Technical workers:** 4,066

TU density of BDDSZ: 28%

BDDSZ has 53 basic organisations at workplaces (average density 37%)
- 15 local collective agreements (cover: 3,200 workers, 29% from all)

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Tendencies in Hungary from 2016

• New crèches are opened by the city councils from 2004 by EU money (Barcelona target), because of it the number of crèche workers is increasing.

• Most workers go to retirement and there are a lot of young workers in the workplaces.

• The fluctuation is high in the workplaces, therefore we have to develop our TU strategies and organization.

   BUT – NOT EASY!

• Many employer prohibits workers joining the trade union!

• There is a lack of conscious employee thinking
Member organising - Training with Eddy Stam (FNV-EPSU)

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Member organising tools...

- Personal meetings at workplaces - The most effective way!
- E-mail, Facebook campaign, letter campaign, videospot, leaflets, facebook closed group, Newsletters, Website
- Propagate our results
- I do audit on salaries, salary table categories, and work conditions,
- Actions (demonstration, strike)
- Media appearances
- Focus on the young (e.g.: training)
- Free legal advice just for the members!
Flashmob

Salary selfie

Demonstration

MPs worked as nannies

Strike
From April – September (2016): + 116 new member
From September – January (2016): + 193 new member
From January – April (2017): + 166 new member
From April – September (2017): + 136 new member
Labour rights – working conditions in childcare in Hungary

<table>
<thead>
<tr>
<th>Sector/regulation/availability:</th>
<th>Crèche</th>
<th>Kindergarten</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social (optional)</td>
<td>15 %</td>
<td>Education (obligatory) 90 %</td>
</tr>
<tr>
<td>Children age:</td>
<td>20 weeks – 3 years</td>
<td>3 – 6 years</td>
</tr>
<tr>
<td>Working time:</td>
<td>In normal group: 7 + 1 hours /day (35 hours + 5 hours / week) In groups with children with disabilities (SEND): 6 + 2 hours /day</td>
<td>In normal group: 32 hours/week (32 hours + 4 hours / week) In groups with children with disabilities (SEND): 20 hours/week</td>
</tr>
<tr>
<td>Holiday:</td>
<td>Basic 21 + extra 25 = 46 days/year</td>
<td>Basic 21 + Extra 25 = 46 days/year</td>
</tr>
<tr>
<td>Salary:</td>
<td>For high education level: Teacher’s Life Carrier Salary Table For vocational training: Public Sector salary table + Crèche allowance</td>
<td>Teacher’s Life Carrier Salary Table</td>
</tr>
<tr>
<td>Other allowances:</td>
<td>There are several (e.g.: afternoon shift, conductor, second qualification, etc.); with different requirements regulated by law.</td>
<td>There are several (e.g.: economically deprived, minority, etc.); with different requirements regulated by law.</td>
</tr>
</tbody>
</table>

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Employment conditions – BDDSZ
Results since 1989

• 25 days extra holiday for early childcare educators (1992), professional advisors, and leaders (2013) This means: 46 days holiday/ a year.
• Working time: 7 +1 hours. This means: 7 hours in the children group + 1 hour administration + other professional work (e.g.: family visit) (2001)
• Working time: 6+2 hours/day in case of disabled children (1992)
• Afternoon shift allowance (14:00 -18:00)
• Normative support from central budget (1997)
• College degree for early childcare educators (2009)
• Crèches Day (21 April) – paid holiday for the crèche workers
• Different levels of social sector wage agreements, salary supplements (from 1989 on...)
• Teacher’s salary table for workers with college or university degree
• Crèche supplement
• Work clothes regulation in law
Ergonomic problems

The birth weight of babies

30-40 years ago ~3200g
15-20 years ago ~3500g
Nowadays ~3800-4000g
Ergonomic problem

- 12 children / group
- 60-100 lifting/day
- 10-18kg weight/child

SUM = 600-1800kg/day

SUZUKI
1320kg

<table>
<thead>
<tr>
<th>Experience</th>
<th>Crèche - Early childhood educator salary with Vocational degree</th>
<th>Crèche - Early childhood educator - Kindergarten teacher under the Teachers’ salary table: with</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Crèche - Early childhood educator salary with Vocational degree</td>
<td>University degree</td>
</tr>
<tr>
<td></td>
<td>College degree</td>
<td>University degree</td>
</tr>
<tr>
<td></td>
<td>NET HUF</td>
<td>NET EURO</td>
</tr>
<tr>
<td>Starters</td>
<td>98,900</td>
<td>319</td>
</tr>
<tr>
<td>10 years</td>
<td>105,100</td>
<td>339</td>
</tr>
<tr>
<td>20 years</td>
<td>114,650</td>
<td>369</td>
</tr>
<tr>
<td>30 years</td>
<td>125,833</td>
<td>405</td>
</tr>
<tr>
<td>40 years</td>
<td>137,275</td>
<td>442</td>
</tr>
</tbody>
</table>
BDDSZ youth joined the Payrise campaign
Thank you for your attention!

Viktoria Szűcs
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