



Organising and recruitment - childcare workers - in Hungary

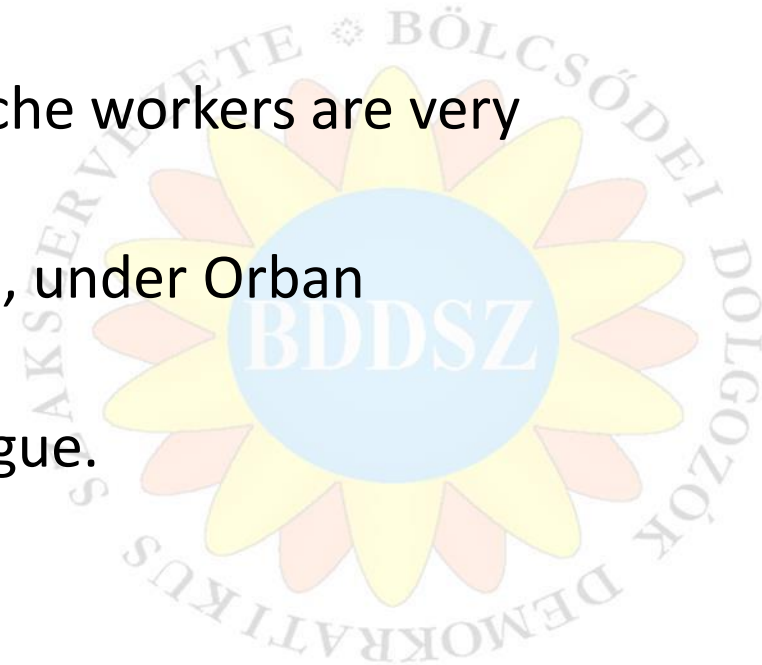
Belgrade – 21 February 2017

Viktória Szűcs, president of
Democratic Trade Union of Crèche Employees
(Crèche = Childcare)



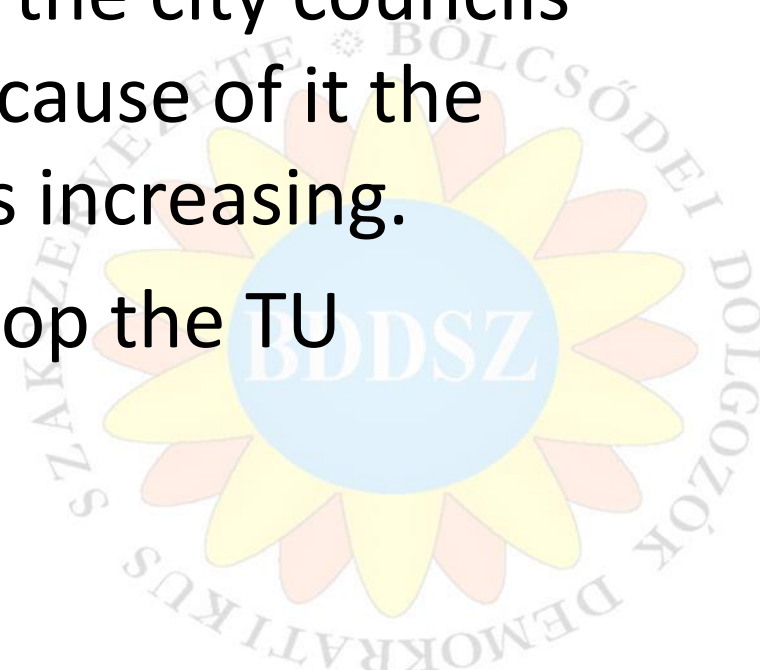
Basic problems...

- Low salaries
- Division of workers' salary
- Hungarian people have special (post)communist habit
- What they get from the TU ?
- TU means: president acting and fighting – and they relax in the armchair....
- Old members retire and the young crèche workers are very difficult to organise.
- No chance for big or important success, under Orban government.
- No democracy, and no real social dialogue.
- TU lost lots of rights.



Tendency....

- The past 10-15 years crèches continuously struggled to justify their existence, but today we are in our renaissance.
- New crèches are opened by the city councils from 2004 by EU money, because of it the number of crèche workers is increasing.
- As a result we have to develop the TU strategies and organization.

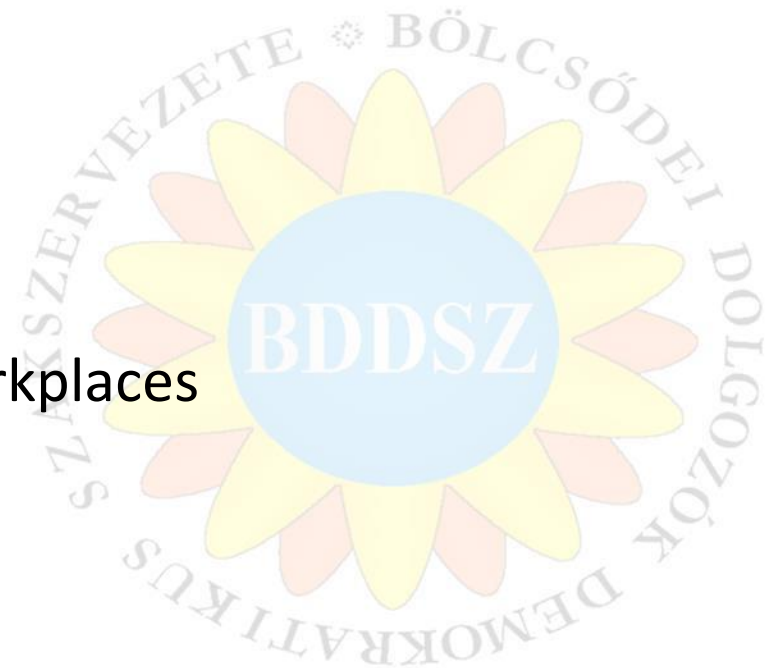


Some statistical data 2016.

- Sector: Social sector (State Secretariat of Family Policy)
- Number of crèche workers: 11 200
 - professionals: 7279
 - with colleges degrees: 905
 - with vocational degrees: 6229
 - technical workers: 4066

TU density of BDDSZ: 28 %

BDDSZ has 52 basic organisations at workplaces
(average density 37 %)



Member organising experience in Hungary

- Despite all difficulties we have new members and new basic organisations but the increase is not as big as we would like.
- It is only enough to maintain a standard number with the fluctuation but not enough for a real increase. It is especially dangerous since the number of crèches and crèche workers have been increasing since 2004.
- This may threaten our representativity status in the future.

Training experiences...

(in April and September 2016).



23 February 2017

EPSU- ETUI Training in Budapest June 2016.



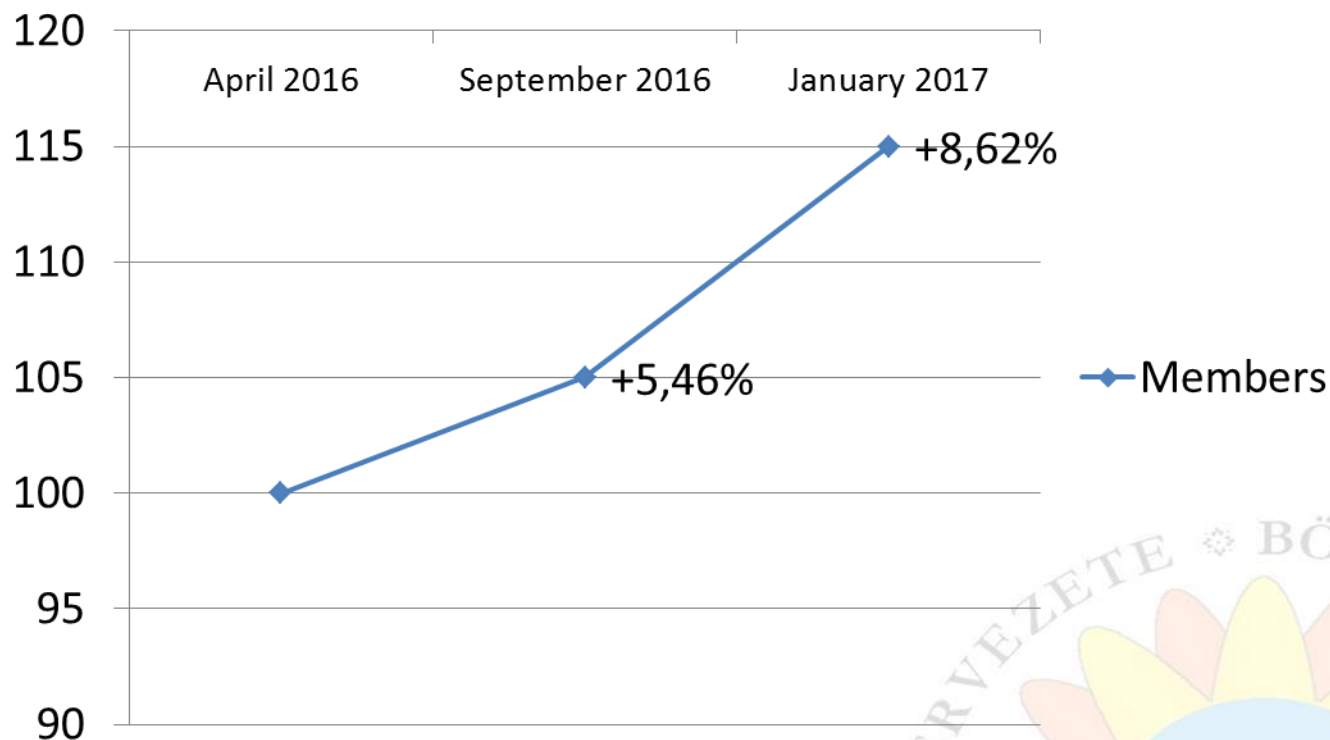
23 February 2017



Training with Eddy's method



BDDSz childcare workers' union membership growth



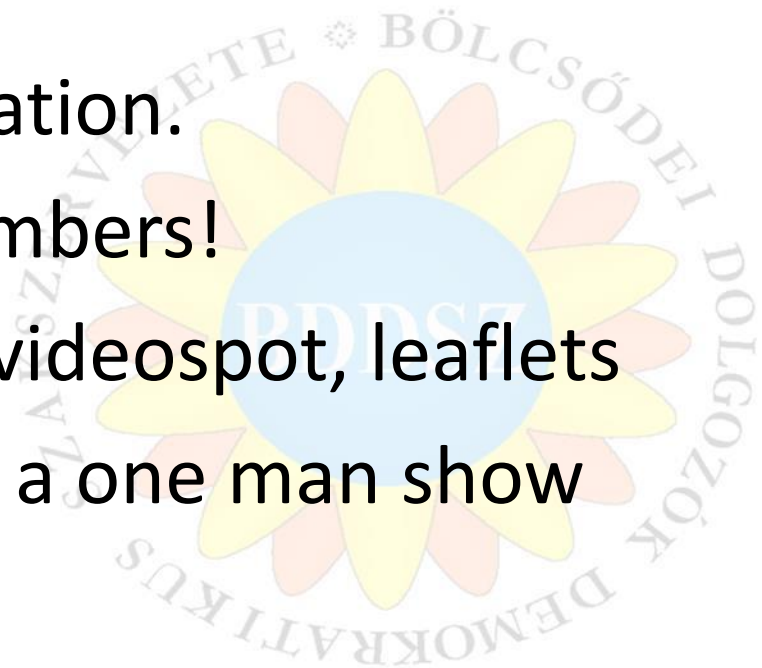
From April to September: + 116 NEW members

From September to January: + 193 NEW members

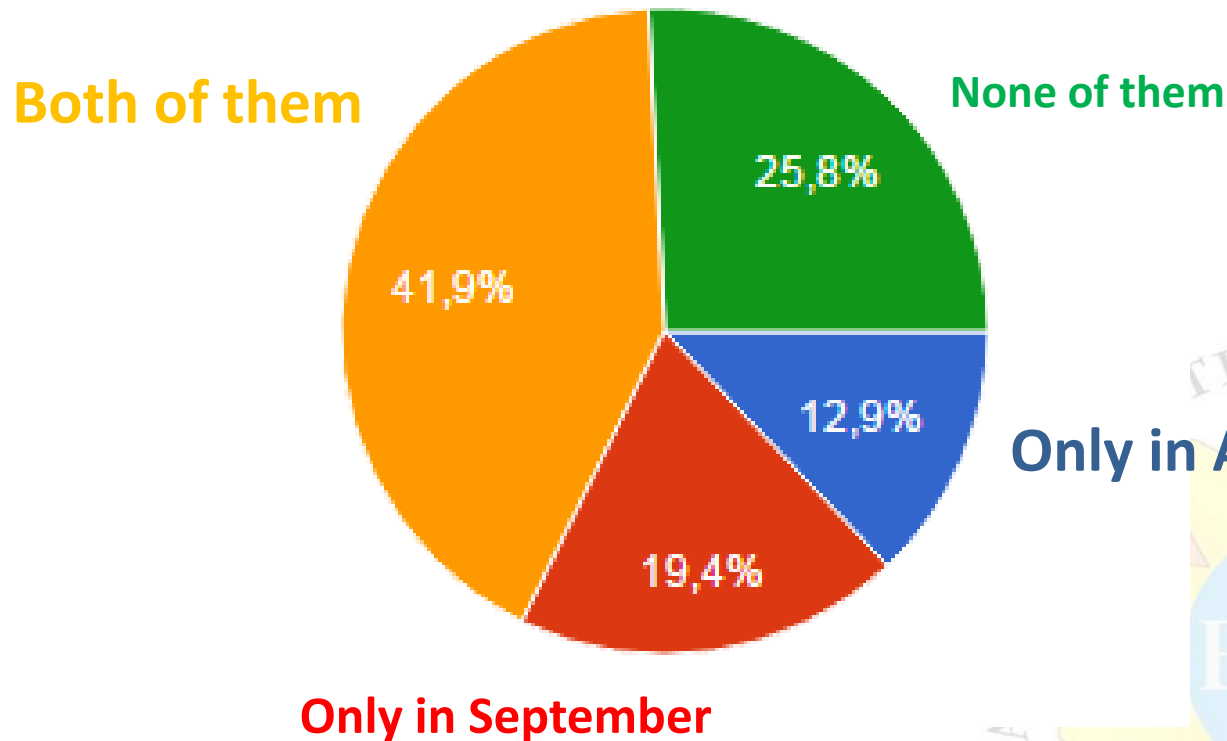


Successful tools

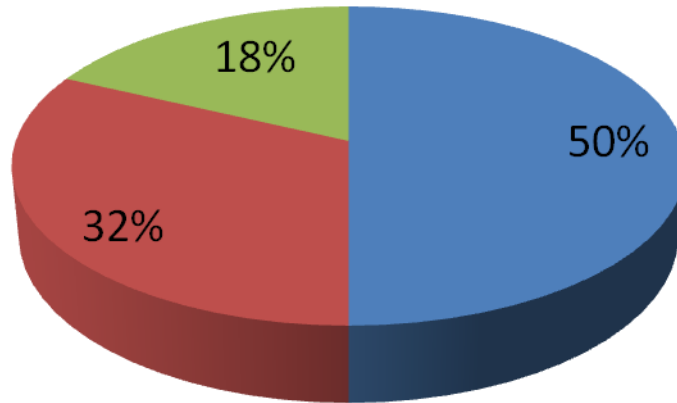
- Go back to workplaces – Do a campaign!
- Speak with the existing and potential members about the problems and their solutions. – Questions!
- More interactive communication.
- Legal advice just for the members!
- Email, Facebook campaign, videospot, leaflets
- Make them realize TU is not a one man show
(Me working like a dog...)



Eddy's training participations of the TU's Representatives



Can you use the new ideas in the practice?



- Yes
- Partway
- Unfortunately, no



Some comments about the training...

Very useful

Creative ideas

Great
presentation



Good practices

Motivating

Practical

Hard to use because of the
Hungarian mentality.



BDDSZ strategies, goals...

- Increase the number of members, because new crèches have been opened.
- Organise new area: Child protection sector
- Organise road shows to recruit
- Build good connections with the crèche leaders
- Employ creative techniques
- Strengthen solidarity
- Participate in professional forums, where we can share TU information.





Thank you for your attention!

Viktoria Szűcs

President of

Democratic Trade Union of Crèches Employees

www.bddsz.hu

szucs.viktoria@bddsz.hu

