



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

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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: 7279 people**
[with colleges degrees: 905 (Infant and early childhood educators), with vocational degrees: 6229]
 - **technical workers: 4066**

TU density of BDDSZ: 28 %

BDDSZ has 53 basic organisations
at workplaces (average density 37 %

- 15 local collective agreements
(cover: 3200 workers, 29% from all)

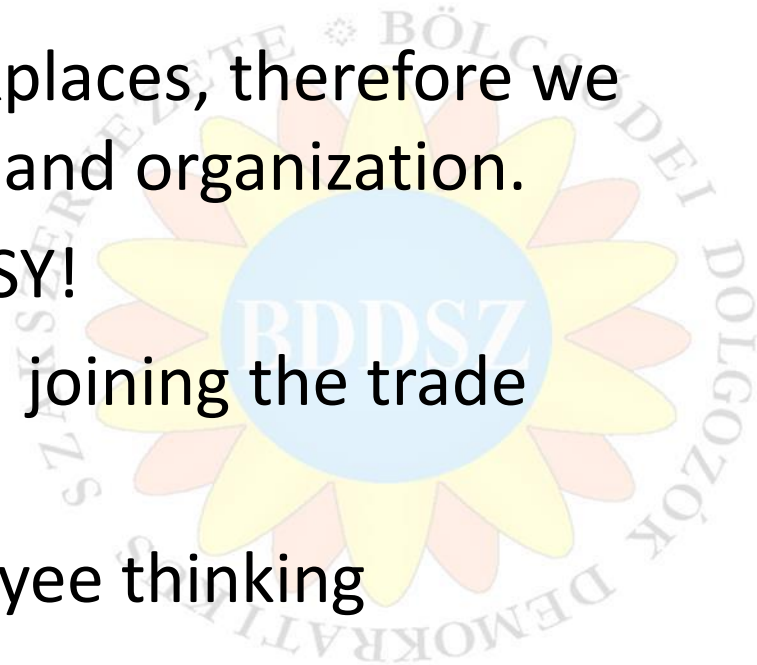


Tendencies in Hungary from 2016

- 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)



4 December 2017

2016/06/03

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!





Salary selfie

Flashmob



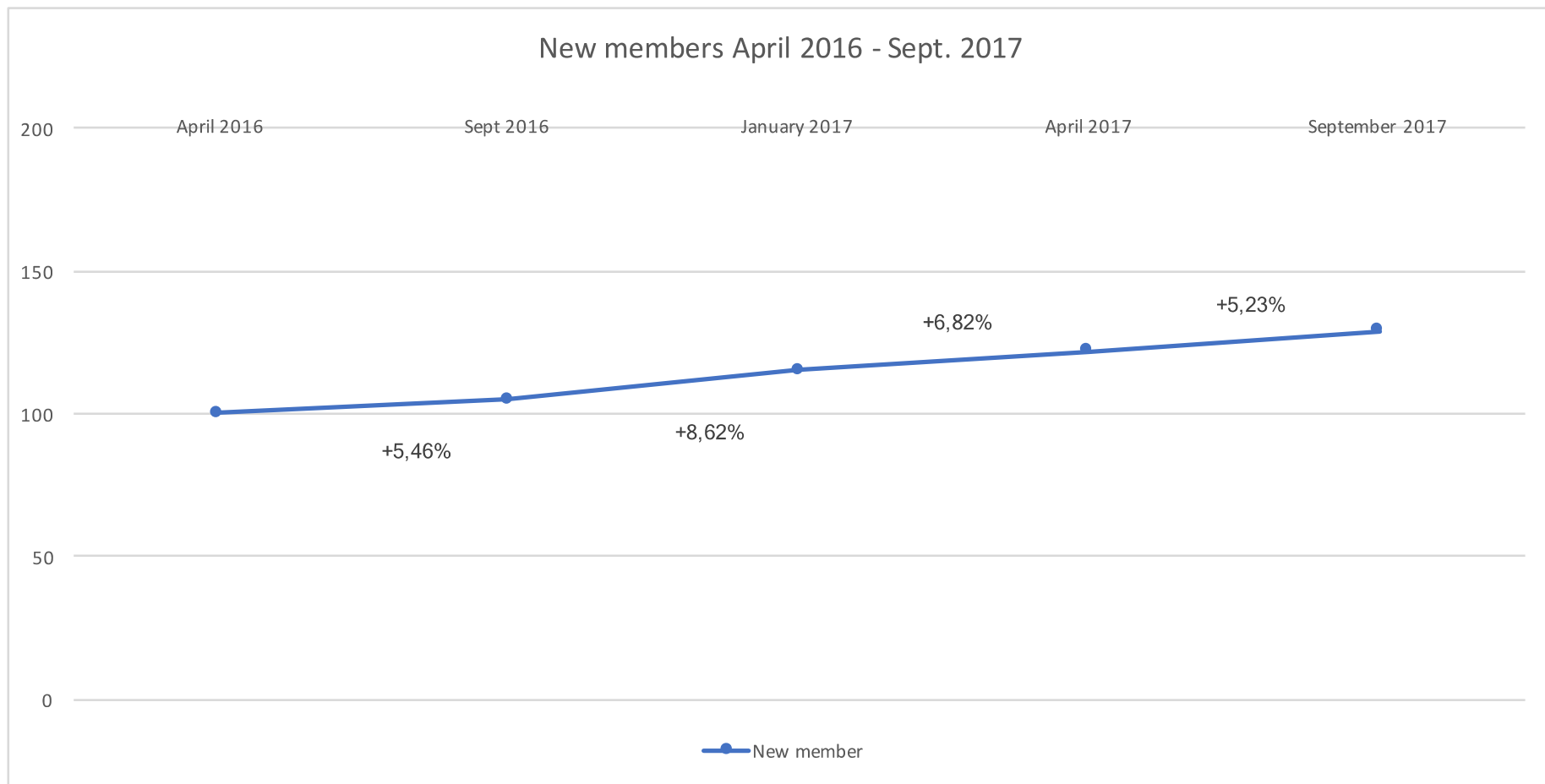
Demonstration



Strike



MPs worked as nannies



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

	Crèche	Kindergarten
Sector/regulation/availability:	Social (optional) 15 %	Education (obligatory) 90 %
Children age:	20 weeks – 3 years	3 – 6 years
Legal regulation:	Public Sector Act + Labour Code Child Protection Act	Public Sector Act Public Education Act
Working time: (40 hours/week)	In normal group: 7 + 1 hours /day (35 hours + 5 hours / week) In groups with children with disabilities (SEND): 6 +2 hours /day	In normal group: 32 hours/week (32 hours + 4 hours / week) In groups with children with disabilities (SEND): 20 hours/week
Holiday:	Basic 21 + extra 25 = 46 days/year	Basic 21 + Extra 25 = 46 days/year
Salary:	For high education level: Teacher's Life Carrier Salary Table For vocational training: Public Sector salary table + Crèche allowance	Teacher's Life Carrier Salary Table
Other allowances:	There are several (e.g.: afternoon shift, conductor, second qualification, etc.); with different requirements regulated by law.	There are several (e.g.: economically deprived , minority, etc.); with different requirements regulated by law.

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



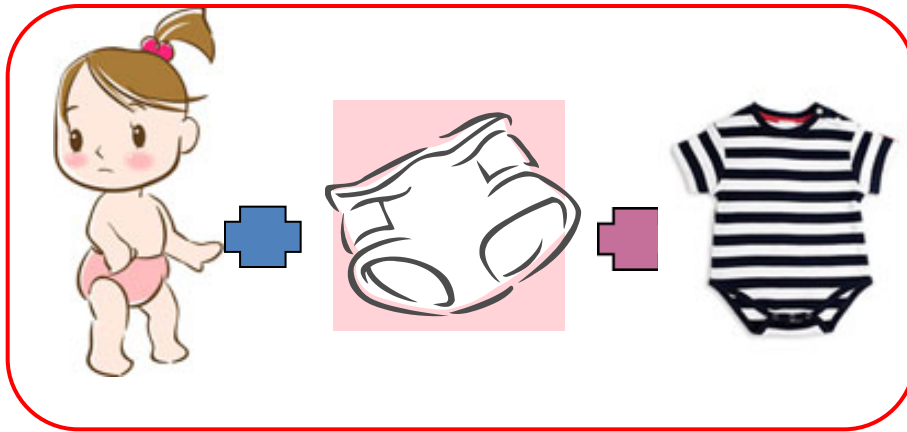
30-40 years ago
~3200g

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**

Crèche and Kindergarten workers net salary 2017 in Hungary.

	Crèche - Early childhood educator salary with Vocational degree		Crèche - Early childhood educator - Kindergarten teacher under the Teachers ' salary table: with			
			College degree		University degree	
Experience	NET HUF	NET EURO	NET HUF	NET EURO	NET HUF	NET EURO
Starters	98,900	319	117,783	372	130,473	412
10 years	105,100	339	159,007	503	176,138	557
20 years	114, 650	369	176,675	559	195,709	619
30 years	125,833	405	200,231	633	221,804	701
40 years	137,275	442	217,889	689	241,374	763

BDDSZ youth joined the Payrise campaign



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Thank you for your attention!

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