



Restructuring and management of change from hungarian trade union's point of view

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New Labour Code

- Purpose: convert Hungary one of the most competitive economy in Europe → makes working regulations more flexible
- Deteriorates the previous minimum standards
- Cuts the traditional union's rights
- Employers shall consult only the workers' council in the case of restructuring



Means of the trade unions

- Special provisions in the collective agreements
- Special agreements



Good practices in the special agreements

- Higher severance pay as the obligatory
- Reducing the working time
- Supporting the early retirement
- Offering other position within the company
- Further training within the company
- Supporting retraining outside the company
- Job search by the support of recruitment agencies



Vocational training and adult education from the union's point of view



New vocational training system

- Causes of the introduction:
 - High drop-out rates
 - Low prestige
 - Graduates don't have adequate knowledge and skills
- Core elements:
 - Dual system
 - Three-year programme
 - Less theoretical and more work-based



Trade union's attitude towards the new system

- Initial support
- Growing concerns about the shorter theoretical learning
- Emphasize the adequate mix generic and specific skills



**THANK YOU FOR YOUR
ATTENTION!**