

**MAGYAR  
SZAKSZERVEZETI  
SZÖVETSÉG**  
NŐI TAGOZAT

„A women team not only for women”

# Hungarian Trade Union Confederation - MASZSZ -

- MASZSZ formed in 2014 with the merge of 2 confederation (MSZOSZ and Autonóm Trade Union Association)
- 31 affiliates from the public-, and the private sector
- 3 Social Committee
  - Women Committee
  - Youth Committee
  - Retired Committee
- 03.04.2014: first Congress and elections

# MASZSZ Women Committee

- 1 person from each affiliates in the Executive Body
- The president of the Women Committee is a member of the Presidency of MASZSZ
- Regular events:
  - International Women day conferences
  - Knowledge transfer events
  - Researches
  - Conference of the Women workers (20th in this year)
  - Campaigns

# Wage negotiations, collective agreements

- There aren't any sectoral collective agreement in Hungary
- Wage agreements are in the collective agreements or in company or personal level
- Exemption in the public sector where there is a wage table
- There are wage bars divided by and region in the private sector
- Remuneration of the seniority/loyalty
- Problems:
  - The principle of the „Equal pay for equal work” is out of Fundamental Law of Hungary
    - It does not suit to the Constitution of EU
    - It creates opportunity to set different minimum wages (public work)
    - It creates opportunity for discrimination

# Fight against the wage gap (2015 – first steps)

- **2015. 24, 25, 26, November- 10. December**
  - EU recommendation, the starting point of discussion
  - EU (Dutch) project
  - Recognition the European best practises
  - Comparison the national practises
- Familiarization:
  - 2 sectoral trade union (HVDSZ 2000, VSZ)
  - 2 county (Borsod,Vas)
  - meeting to establish the Women Committee

# Campaign - 2016

- 16. June 2016 : The Women Committee decided to start the campaign
- From 21. June 2016 to 03. August: To find „allies” (woman politicians, NGOs, woman journalists)
- 15. August 2016. : Conference „Wage gap is not only about money”
  - Lot of people sad that no one will be interested in this event (summer=warm, disinterest)
  - More than 80 participants
  - Huge press interest and response
- 2016 September: To continue the meetings



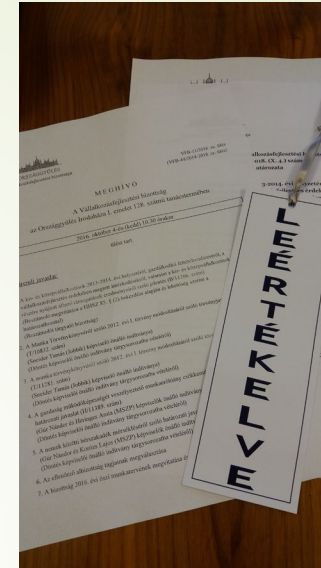
# Campaign - 2016

- 6-7-8 September 2016.  
Training and evaluation of the campaign – future plans, continuing
- Street campaign – to bring the issue among the people
  - 7 cities – 8 locales – 10 days
  - leaflets, stickers, bracelets, 100 HUF



# Parliament

- October 2016. meeting with the Enterprise Development Committee
- Wage gap is an item of agenda in this Committee
- Reject the negotiation



# Photo campaign

- „Let's say NO together to the wage gap!”

**TUDTA?**

 **?** 

**FÉRFI** **NŐ**

**MONDJUNK EGYÜTT NEMET A BÉRKÜLÖNBSÉGRE!**

 **MAGYAR SZAKSZERVEZETI SZÖVETSEG NŐI TAGOZAT**

# Photo campaign

- It is lacking not only for us!  
It should be equal!

**TUDTA?**

- TÖRVÉNYSÉRTŐ
- MÉLTÓSÁG SÉRELME
- ALACSONYABB NYUGDÍJ

**NEMCSAK NEKÜNK HIÁNYZIK!**  
**LEGYEN = !!!**

MAGYAR SZAKSZERVEZETI SZÖVETSEG  
NŐI TAGOZAT

# Photo campaign

➤ Less wage = Less pension



**TUDTA?**

**KEVESEBB  
BÉR = KEVESEBB  
NYUGDÍJ**

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# 2017 – Knowledge transfer Conferences

- 07. March International Women day Conference
  - By the by- Women day – from wage gap to the women poverty
- 23. March - 4. May- Knowledge transfer conferences
  - The wage gap is not only about money
  - 13 locals, about 480 shop stewards
  - Outstanding media response
- 11-13. June- Evaluation of the campaign, WageUnio and the tasks of the future
  - Training
  - WageUnio and the tasks of the future

# 2018

- 2018. 04. 24. Wage transparency Conference (alternative social dialogue)
  - With the Employer Associations
  - With other confederations
- 01. October 2018. Enterprise Development Committee
  - With the help of the Hungarian Socialist Party
  - For the second time
  - Opportunity to speech



Szerinted sem egyenlő?



Mondj nemet a nemek  
közötti bérkülönbségtételre!

# Results

- Thanks for our campaign the wage gap is in the common talk
- Opportunity to lobbying in the parliament
- Wage gap got into the agenda of the political parties
- Opportunity to orientation (for individuals)**WAGE BAROMETER**
- To facilitate the consciousness of the social partners in organisation-, as well as company level
- Incentive to the employers

