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CONFEDERATION OF
HUNGARIAN EMPLOYERS
AND INDUSTRIALISTS

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**„Social dialogue in a changing world”
Experiences of the Budapest Seminar**

- Czech Republic, Poland, Austria and Hungary –
Employers’ point of view**

Brussels, 12th December 2013.

Structure of social dialogue: national level



- Tripartite dialogue has an important role in CEE countries, however the operation is often loaded by government politics;
- Social partners involvement in economic governance is relatively weak;
- The possible way out from dead-end situations is to intensify bilateral dialogue, both on national and European topics;
- Open question: tripartite body or economic and social council?
- Austria: good example of CEE social dialogue

Structure of social dialogue: sectoral level

- **Sectoral dialogue exists in all participant countries, however it has tradition only in Austria.**
- **Sectoral social dialogue's development was rather an externally organised progress than an organic development in the „new” CEE member states**
- **On behalf of employers: there is a lack of interest or lack of mandate, but it does not mean undermining the importance of sectoral dialogue.**
- **Employers' participation on sectoral level collective bargaining depends on the economic and labour market situation of the given sector.**

Structure of social dialogue: workplace level

The most important level of collective bargaining in the Czech Republic, Hungary and Poland.

New labour law measures mean challenge for social partners in company level social dialogue, based on the new normative rules and regulation of collective rights.

The role of European instruments in national social dialogue

- Important professional support from European social partners;
- Framework agreements of the European social partners mean new impetus/topic for national dialogue;
- The sources of ESF provide good opportunities for employers' organisations to adaptation to changing circumstances and the implementation of the framework agreements of European social partners.



Thank you for the attention!