



**Corporate Social Responsibility (CSR)  
in the contract catering sector in  
Hungary**

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- Who can make a collective agreement and what kind of terms with
    - Employers – free
    - On behalf of the employees just the trade union can make it, but their candidates have to get more than 51% of the votes on the Work Council election


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- Sectoral Collective Agreement as the base of sustainability and the minimum standards from 1998
  - Extended Sectoral Collective Agreement from 2001

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- Local collective agreement signed with the employers
    - Annual agreement about wages
    - Annual agreement about allowances
    - Assignment of the Fundamental Human Rights and insert them to corporate field
    - Order of the (professional) training, implementing the EFFAT – FERCO Agreement signed on 13. October 1999.

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- Health care and security
  - Regular medical examination
  - Cover of the coveralls and dungarees for safety work
  - Safety at workplace which is controlled by a representative initiated by the trade union
  - Association of the social partners in the special case of the contract catering, prospectus of the „economically most advantageous offer” for the partners (local government, government, schools, hospitals, workplaces)

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- Lobbying for amendment of the Act of Public Procurement in order to prevail the economically most advantageous offer
  - Urging reduction of the VAT, save of the employees during the crisis – details in my colleague's presentation
  - Action against the discrimination
  - Action against the black and grey work

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- Minimum wages for the professional workers in the sectoral collective agreement
  - Realignment, contract - assignment
  - Question of the work time – free time – overtime
  - Payment readiness in the contract catering sector
  - Problems



**Thank you for your attention!**

