



*Hungarian Social Dialogue Committee
for the Textile-, Clothing-, Leather-, Shoe-,
and Textile Cleaning Industries
(Hungarian SDC for T/C/L/S/TC Industries)*

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**Follow-up of the National Action Plan dd. 29-31 May, 2007
of the Hungarian SDC for T/C/L/S/TC Industries**

Developments, new initiatives

1.) **Regulations, practices and application of jobs with age advantage** (jobs causing damages for health) have to be taken among the planned actualities for 2007, which concern quite a high ratio of employees – in big majority women employees – working in the textile-, clothing-, leather-, and shoe sectors.

The reason for doing it, is that at the end of 2007 the agreement about age advantage pensions concluded in 1997 for 10 years is going to be expired. Those retiring sooner - due to age advantage - mean 25 billion of HUF extra expenses for the pension insurance fund. Part of this cost is planned to shift onto the burden of the employers.

Momentarily there are 800 field of jobs which entitle for age advantage.

According to the plannings of the government, although the institute of age advantage will still remain, but after the concerned workers - employed in these jobs- , additionally plus 13 % more contribution has to be paid by the employers. For paying the extra contribution, the state budget offers support throughout 4 years. In 2007 it will not shift any extra financial burden onto the employers, but in 2008 additional 25 %, in 2009 additional 50 %, in 2010 additional 75 % extra contribution has to be paid by the employers and finally in 2011 the employers have to pay the 100 % of the extra contribution.

The concerned employer can be freed from paying this extra contribution, if the harmful, dangerous circumstances at working places is stopped. - It can be hardly imaginable and realizable in case of certain jobs.

The government counts with social resistance, as the following situation may emerge: one of the employers pays the extra contribution after the entitled worker, but if the worker changes working place and the new employer benefits from the advantage of not paying the contribution, the advantage is lost.

The Hungarian SDC of TCL sectors reckons necessary and suggest look over those jobs which - in the new regulation - are qualified as dangerous and harmful for health, hereby are included in the range of jobs entitling for age advantage. For example in the textile sector the spinner, weaver jobs or jobs involving harmful chemical substances. Or another example in the clothing sector where the sewers are disposed to be in a certain curved/bent posture throughout the whole day, their statical burden, or the monotony of work has also negative influence onto health.

2.) The Hungarian SDC of the TCL sectors approached the Equal Opportunities Office in the following issue – see thoughts/ideas of the National Action Plan:

The issue of equal opportunities between men/women respectively between the different sectors/industries, that is to say:

The issue is far more interesting in the sector and has its constant actuality. Not only in Hungary but in the whole EU as well.

The TCL industries employ characteristically women in majority. Enterprises functioning in the sector have to bear disproportionately higher extra-burden, just take a look at the followings: child care sick-pay, holiday, young mother away from work. I.e. all these mean higher social burdens compared to other industries where employing women at such a high ratio is not characteristic, not typical.

It is characteristic for employment in the TCL industries that it may happen that women are away from work for more years, they stay at home with their children. After returning back to work the cumulated holiday after the spent years is due for them by law, or in case if their employment is finished; the cumulated holiday has to be paid for them. It may cost more hundred of thousand HUF for the employer per person. It mean considerable financial burden for companies functioning with only low marge.

Child care sick pay and extra holiday days after children are mostly utilized by women, at the same time by increasing their absence from work, respectively it increases costs due to ensuring their substitution at work.

The question has emerged, whether there is any possibility -on behalf of the equal opportunities- that the industry may step forward with a proposal in favour of a compensation for our TCL industries but also for the agriculture, food and trade industries , opposite to other sectors where women employment at such a high rate is not characteristic.

This idea or initiative of the Hungarian TCL Social Dialogue Committee may overstep from sectoral level.

The Hungarian SDC plans to approach other sectors with its proposal, in this way their voice, background and backing may be stronger.

3.) Promoting for finding a job above 45 years old. –see National Action Plan thoughts:

The Hungarian SDC represents those industries where women have disadvantageous distinction, whose working place requires high labour intensive job. Their industries are mostly disposed to problems - originating from winding-up companies, closing down companies – like employment, employability problems. In order to find solutions for these emerging problems, the Hungarian SDC – involving a group of experts - has prepared an agreement with the Senior Employment Association functioning at country level in order to help and support employees above 45 years old to find adequate jobs.

4.) **Moving from black industry toward legal employment** – see National Action Plan thoughts:

Aims of modification of laws which are still valid:

Inducing stronger the unemployed for being employed.

The main point is to modify the still valid law number IV. dated 1991.

Most of the modifications concern for the employed people. Period of the unemployed allowance has shortened from 360 days to 270 days. Instead of unemployment allowance , a so called finding an employment support came into force.

Competence period for getting the employment support allowance today is 360 days. According to the new law modification, those will be entitled to get the employment allowance who - before getting to be unemployed - had at least 200 days labour relation before the preceding 4 years.

It is hoped that for example the seasonal employed people- who have been employed illegally - are going to be pushed toward the legal employment world.

The other important element of the modification is to effect more frequent and rigorous customs, labour and labour security controls.

From the 1st of 2008, the regulation of taking advantage of state health care is going to be more strict. Only those can benefit from this system if the necessary allowance fee is fully paid.

The Hungarian SDC forms the opinion that all these steps will help the equal opportunities and fair competition of both the employers and the employees.

The Hungarian SDC agrees totally with the aimed purposes and supports maximally pressing back the black economy.

*The present report has been prepared by the
Hungarian Social Dialogue Committee of the
Textile-, Clothing-, Leather-, Shoe-, and Textile Cleaning Industries*