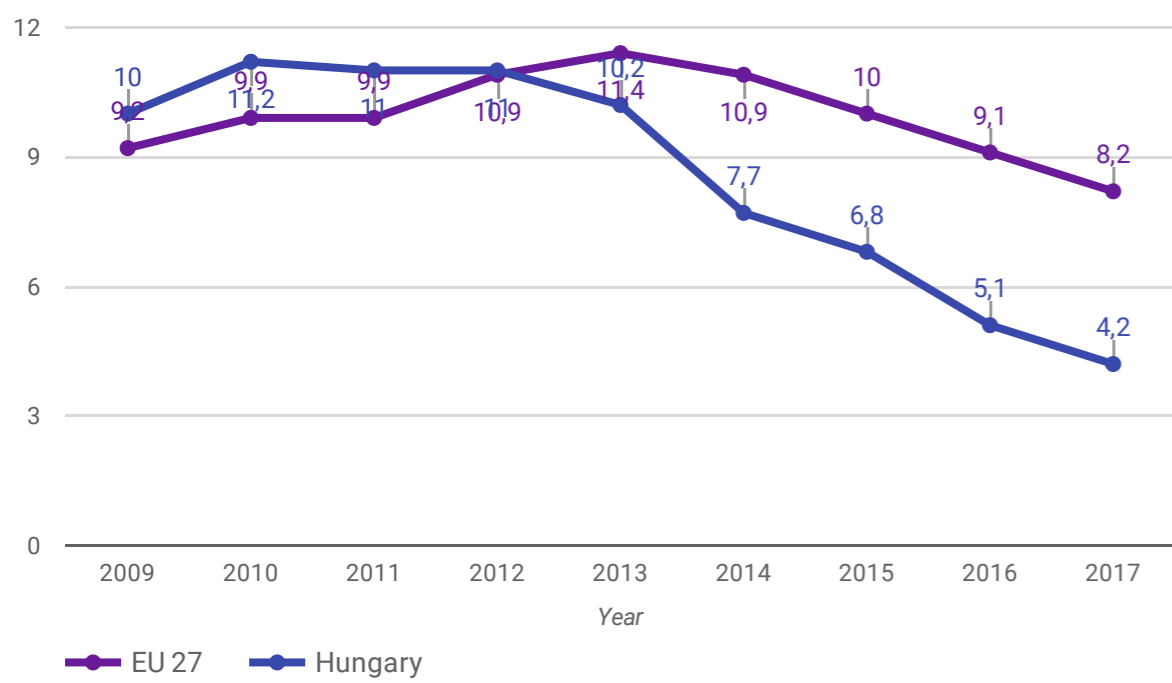


Labour Market Characteristics and Policies

EMPLOYMENT



Unemployment rate



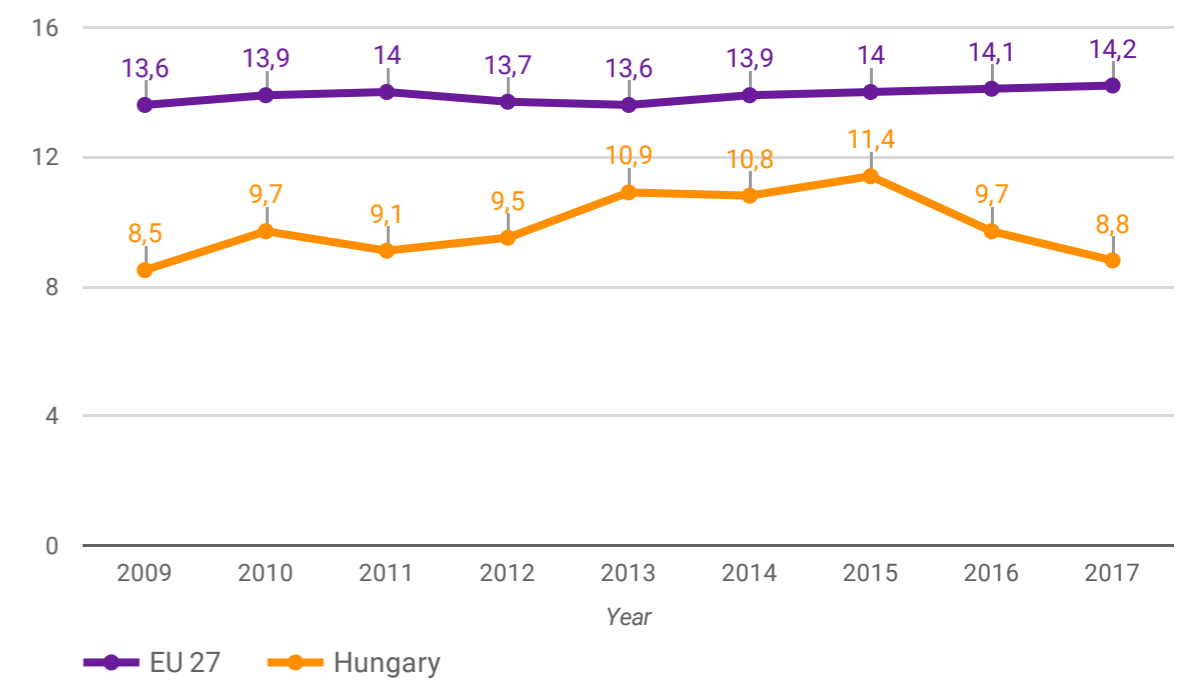
Temporary employment agency workers (% of total):

0,7

Employees with involuntary temporary contracts (% of temporary contracts):

72,7

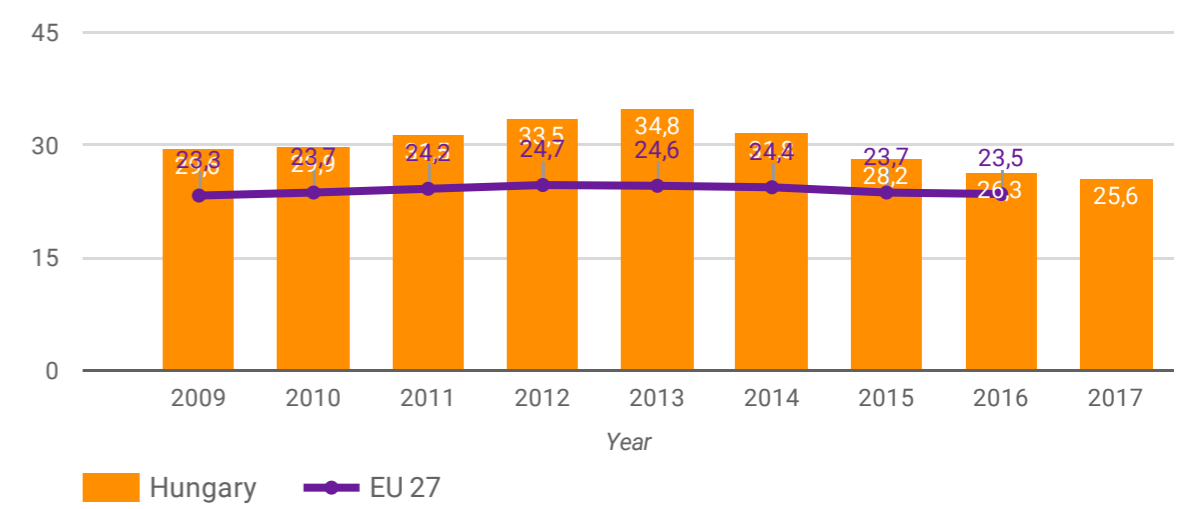
Temporary employees (% of total)



Employed persons (in thousands)

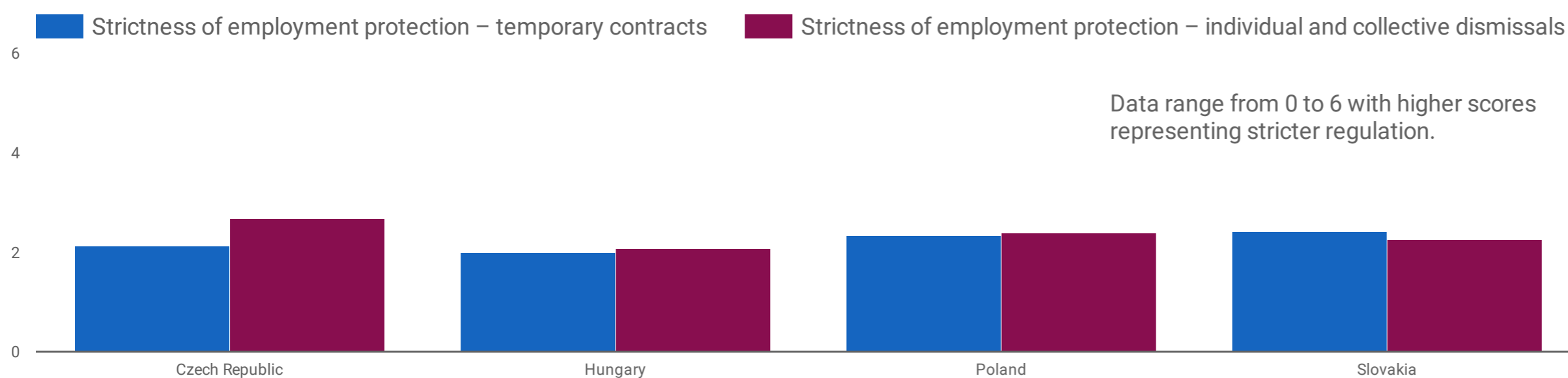


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in Visegrad countries



Source: OECD, 2013-2015

WAGES



Year	Minimum wages (EUR/month)	Gross average wages (EUR/month)
2009	268,09 €	912,07 €
2010	271,8 €	916,5 €
2011	280,63 €	981,94 €
2012	295,63 €	898,78 €
2013	335,27 €	923,23 €
2014	341,7 €	893,75 €
2015	332,76 €	751,55 €
2016	351,29 €	785,38 €
2017	411,52 €	null
2018	444,69 €	null

Lowest and highest paying industries:

Administrative and support service activities: € 659 / month
Financial and insurance activities: € 1381 / month



Minimum wage (Eurostat): monthly national minimum wages
Gross average wages are provided by the **UNECE Statistical Database**, compiled from national and international (OECD, EUROSTAT, CIS) official sources.

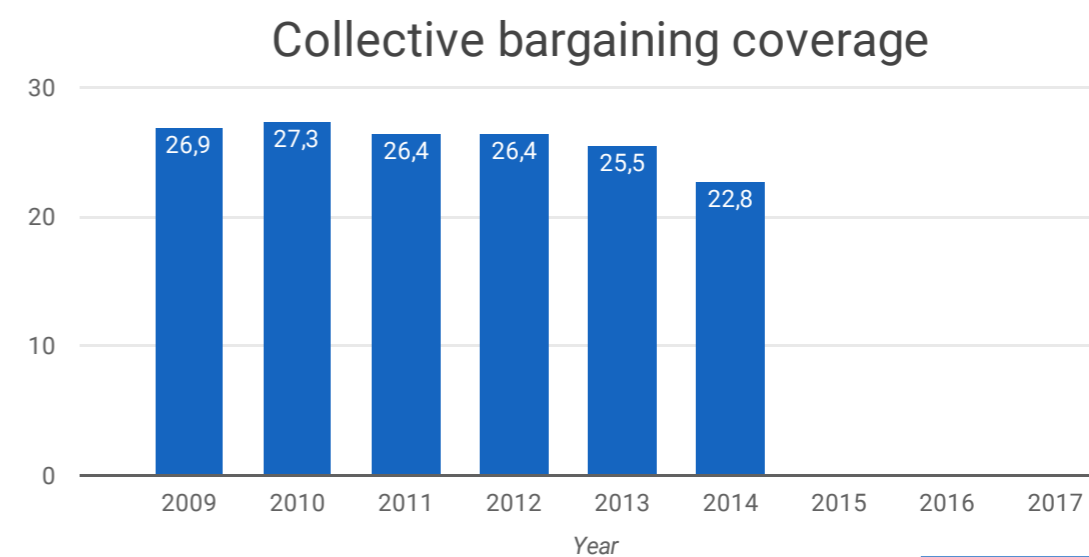
Collectively agreed wages

In 2016, legislative amendment made it possible to extend the collective agreement to all employers in the sector. To be eligible for extension, 50% of the workers should be working for the employers signing the collective agreement. Besides, the membership ratio of the undersigning trade union should be at least 10% in the sector. Two noteworthy developments in 2017: (a) the National Healthcare Services Center (mandate fifty hospitals and healthcare institutions), and Hungarian Health Workers' Trade Union signed a collective agreement; (b) Following a country-wide strike, multinational retail chains such as TESCO, Auchan, Metro, Aldi had to reconsider wage levels due to labour shortages. Collective agreement of TESCO provides a 9 percent higher minimum wage than the statutory wage.

Source: Eurofound, 2017



Bargaining coordination (Eurofound, 2017) - Decentralized, company or establishment level bargaining with low coverage, national tripartism and informal lobbying at the government by the organizationally weak employers and trade union confederations. National negotiations on minimum wages are important. The dominant bargaining level is the company level. According to registry of collective agreements, in 2017 there were 972 single-employer and 66 multi-employer valid company agreements in the private sector (some in public enterprises), and 1,630 agreements covering the budgetary sector.



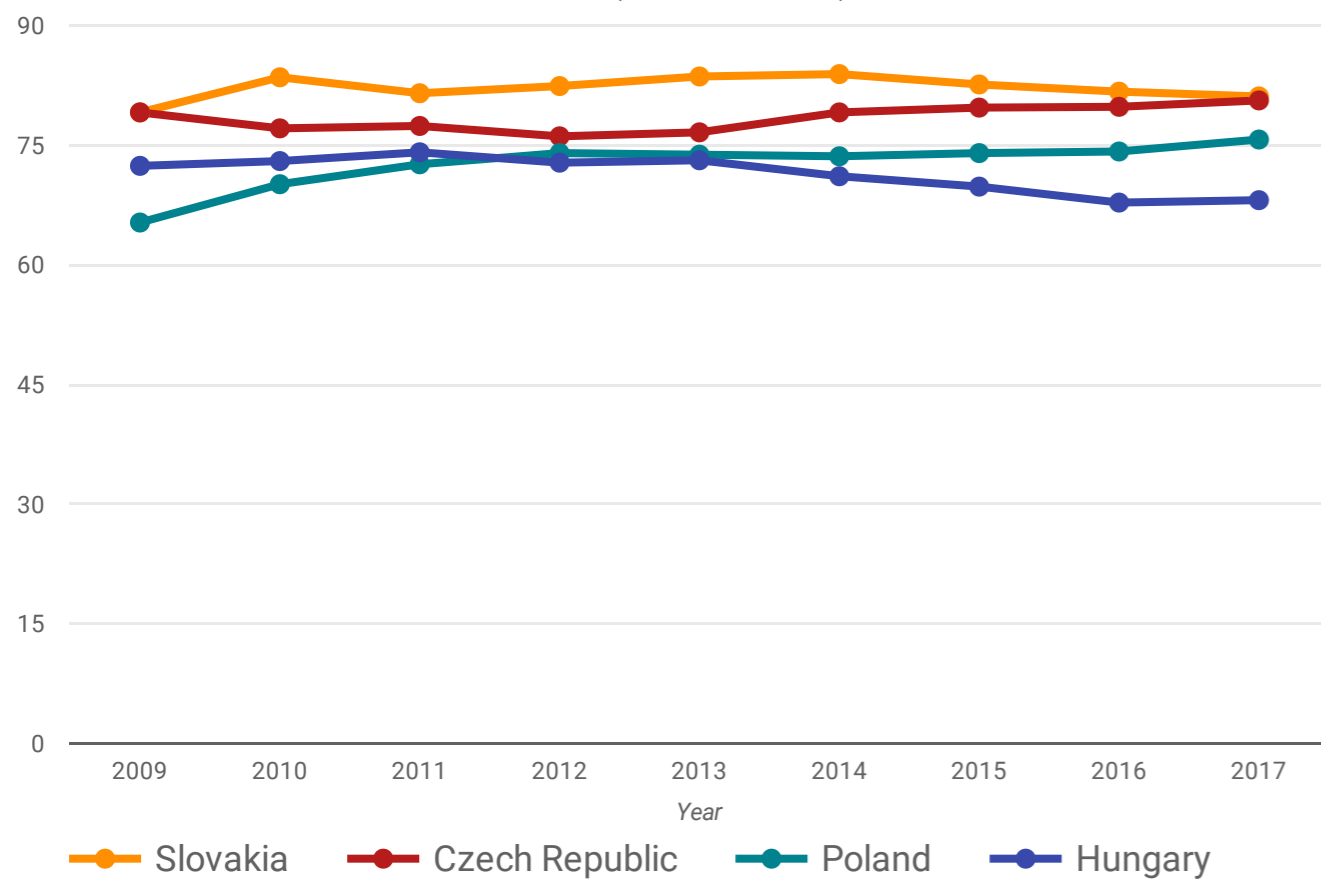
Source: Borbély and Neumann, 2019, ETUI book Collective Bargaining in Europe

Source: ILO, 2009-2017

ECONOMY



Labour productivity per person employed and hour worked (EU28=100) %



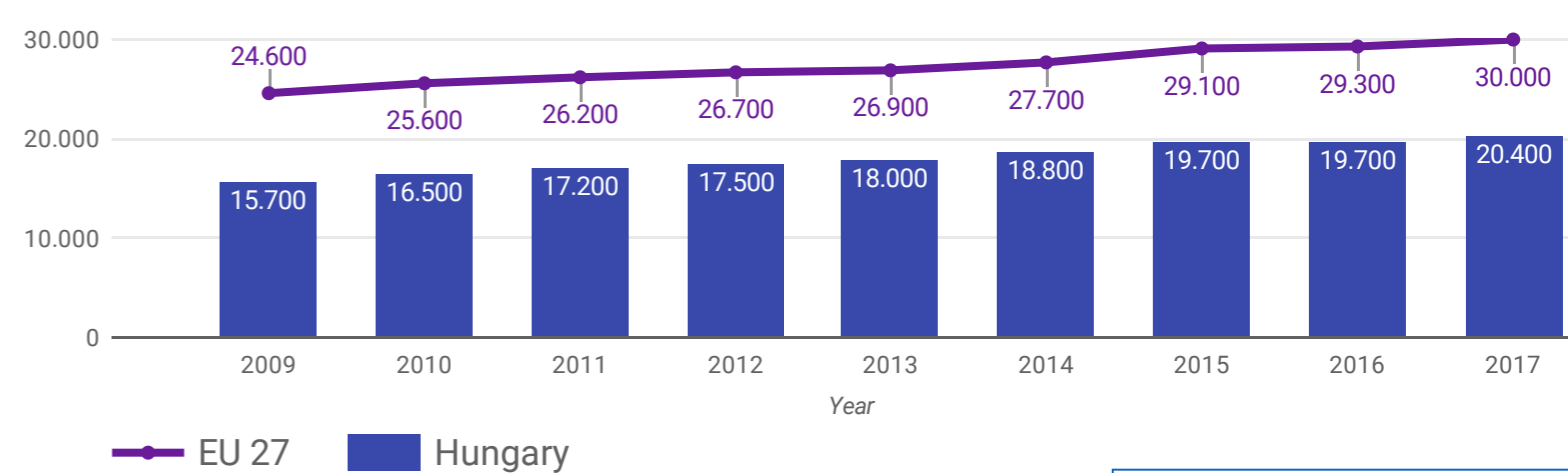
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

26

Value Added in Foreign Controlled Enterprises (% total value added, 2015)

52,46

Purchasing power adjusted GDP per capita (in PPS_EU28)



Source: Eurostat, 2009-2017

EMPLOYMENT PROTECTION POLICY



- Length of notice period at different tenure durations

- Severance pay at different tenure durations

- Definition of unfair dismissal

- Length of trial period

- Compensation following unfair dismissal

- All workers: 30d<3y, 35d<5y, 45d<8y, 50d<10y, 55d<15y, 60d<18y, 70d< 20y, 90d>=20y. Calculation (for EPL indicators): 9 months tenure: 30 days, 4 years tenure: 35 days, 20 years tenure: 90 days.

- All workers: 0<3y, 1m<5y, 2m<10y, 3m<15y, 4m<20, 5m<25y and 6m>25y. Calculation (for EPL indicators): 9 months tenure: 0, 4 years tenure: 1 month, 20 years tenure: 5 months.

- A termination is regarded as unfair/unlawful if it is not undertaken according to mutual consent, ordinary notice, extraordinary notice or with immediate effect during the trial period.

- No more than three months from the date of commencement of the employment relationship.

- The employer shall be liable to provide compensation for damages. Compensation for income loss may not exceed 12 months' base pay. In addition, the employee is entitled to ordinary severance pay.

- Maximum number of successive standard Fixed Term - Contracts (initial contract plus renewals and/or prolongations)

- Maximum cumulated duration of successive standard Fixed Term Contracts

- Types of work for which temporary work agency (TWA) employment is legal

- Are there restrictions on the number of renewals and/or prolongations of TWA assignments?

- Maximum cumulated duration of TWA assignments

- No limit specified. But the extension of the fixed-term contracts must be based on objective grounds that have no bearing on work organization and must not infringe upon the employee's legitimate interest.

- The duration of a fixed-term employment relation may not exceed five years.

- Generally allowed.

- No special regulations for assignments.

- May not exceed five years.

- Do regulations ensure equal treatment of regular workers and agency workers at the user firm?

- Definition of collective dismissal

- Additional notification requirements in cases of collective dismissal

- Additional delays involved in cases of collective dismissal

- Other special costs to employers in case of collective dismissals

- Equal treatment shall be granted for temporary agency workers from the first day of the employment, excluding wages. As regards wages, equal treatment shall be granted after 6 months employment at the same user firm.

- 10+ workers in firms 20-99 employees; >10% in firms 100-299; 30+ workers in firms 300+ employees.

- Consultations with the local works council. Notification of local employment office.

- 30 days for extra individual notification + 7 days for notification to works council + 15 days for negotiations – 1 day for individual dismissals= 51 days.

- Consultation on principles of staff reduction, and ways to mitigate its effects. Negotiation with workers' representatives.

Source: Employment protection legislation OECD database - Regulations in force on 1st January 2015