

ADAPTHEAT Final Conference

Collective bargaining and heat regulation
at national level
HUNGARY



Magyar Szakszervezeti Szövetség
Hungarian Trade Union Confederation

Effects of climate change in Hungary

extreme weather events

extreme heat waves

new risks



physical

chemical

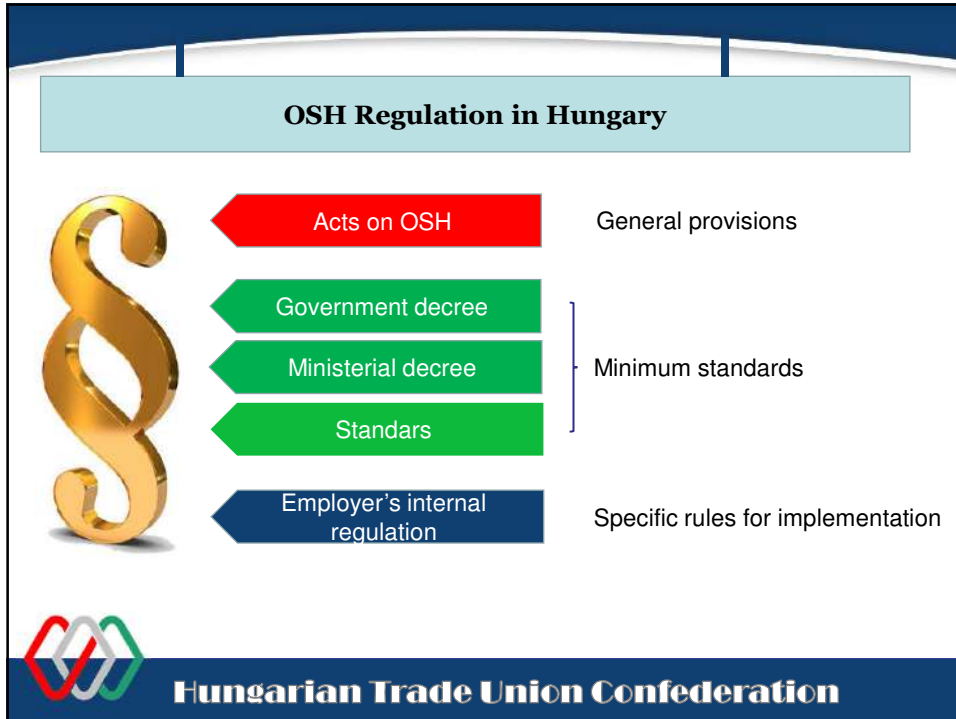
biological

risk management, prevention

social dialogue and cooperation



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Factors influencing social dialogue



State of emergency (medical) 2019-2022

- extraordinary legal order
- regulation governance
- the dialogue stopped

State of emergency (War) 2022 -

- energy crisis
- foreign guest workers
- the dialogue restarter'



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Social dialogue from TU perspective:



Government



Trade unions



Government

- 18 C° lowest temperature threshold
- "Dumbing down" occupational health medical activities
- Abolition of the obligation to carry out occupational health medical examinations
- Redefining the concept of a warm working environment



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Regulatory framework

Warm working environment



Effective/corrected effective temperature **24 C°**




average daily temperature **25 C°**






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Insufficient regulation



Actual measured temperature
33 C°



BUDAPEST
2023. 07. 09.





Average radiant temperature
60,7 C°

The temperature we perceive - especially in sunny weather - does not necessarily coincide with the air temperature measured at meteorological stations!

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Conditions to be fulfilled in a warm working environment:





Recommendations of the authority

Mandatory


Optional

Type of work	To be ensured	E,KEH	Max E,KEH
Intellectual	21-24	20	31
Light	19-21	19	31
Moderately heavy	17-19	15	29
Heavy	15-17	13	27




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Inspections :




Companies



255
46 %

Workers




6500
26%

Irregular

Common irregularities:

- Lack of risk assessment, OSH training/information
- Protective drinks of inappropriate temperature
- Irregularities in connection with rest periods and rest places
- Irregular placement of protective drinks (e.g., close to dangerous materials)



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Good practices:

 **Hungarian Railways**

Collective Agreement

rest periods	average temperature 11-16 h	
min 5–max 10	29 C°	30 C°
10 sec	32 C°	33 C°
20 sec	> 32 C°	> 33 C°

OSH Policy

OSHA
Heat at work – Guidance for workplaces

- Prohibition of overtime
- Workers must be protected from the sun during their rest period.



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Good practices:



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Thank you for your attention!



Magyar Szakszervezeti Szövetség
Hungarian Trade Union Confederation

Enterprises in Hungary



Number of enterprises in Hungary			
1 839 000			
Micro	Small	Medium	Large enterprises
1 837 948			1052



Number of employees in Hungary			
4 740 000			
Micro	Small	Medium	Large enterprises
3 369 380			1 370 620

Number of work accidents 2023			
Micro	Small	Medium	Large enterprises
15349 / 65			5219 / 2

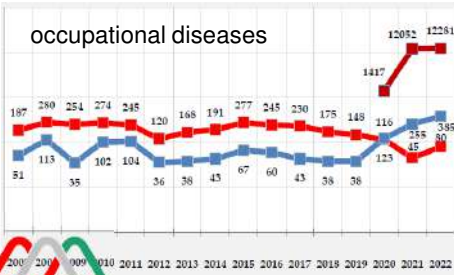


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Occupation healthcare in Hungary



	provided	
doctors	enterprises	workers
2 097	86.437	2.258.056



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Why is there no law enforcement?



number of occupational safety inspectors	ILO recommendation
100-120	470
number of audited enterprises 2023	number of employees checked 2023
8 072	187 255
Irregular	72,5 % 52,8%

The time required to check all transactions

$$1837948 : 8072 = 228 \text{ years}$$



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