

EPSU Recruitment and Organising Project:
Follow up – Hungary KKDSZ

KKDSZ

KKDSZ 2017 Dobrovits Orsolya


KKDSZ from 1989

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- The logo for KKDSZ is a large, stylized, white, 3D-effect font set within a horizontal oval. The oval has a gradient background transitioning from light blue on the left to light pink on the right.
- Librarians
 - Musicologists
 - Archaeologists
 - Any workers in culture area, except artists

Figures of members

- 2010 - 3870
- 2011 - 2899
- 2012 - 2773
- 2013 - 2374
- 2014 - 2347
- 2015 - 2215
- 2016 - 2202
- 2017 - 2164

Density

The logo for KKDSZ is a large, stylized oval with a gradient from light blue to pink. The letters 'KKDSZ' are written in a bold, white, sans-serif font across the center of the oval.

• 15 - 16 - 17 %

Trainings with Eddy Stam

- 2015 November Budapest
- 2016 April 4 occasions / 4 cities
 - Budapest
 - Budapest special group
 - Pécs
 - Miskolc
 - Szombathely
- EPSU training Budapest Jun of 2016
 - Only positive feedback

New methods

- From passive member to active member
 - Help doesn't arrive from inside
 - More members more power

Challenges

- Civil law is always changing
 - Stipulate congress in every year
- TU structure under rebuilding continuously
- Real danger of monetary collapse of KKDSZ
 - Number of TU members decreases
 - Less employees in sector
 - Unemployment benefit is abolished
- Forced work for less salary than minimum wages
 - Anti-democratic political climate
 - Breakdown of social dialogue
- Dictatorial steps on behalf of government
 - Etc.

Fighting, fighting and fighting

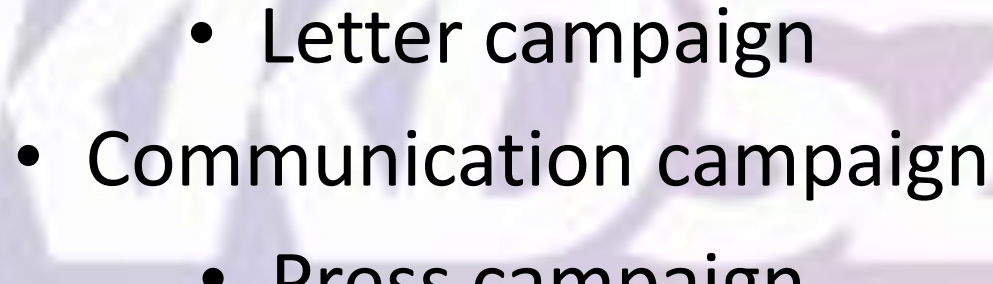


Demonstrations



EPSU Belgrade 2017 - KKDSZ Recruitment and organizing

Pay Rise Campaigns

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- The logo for KKDSZ is displayed in a large, stylized, white font within a dark blue oval. The oval has a pinkish-purple gradient and is surrounded by a light blue and pink border. The text 'KKDSZ' is centered within the oval.
- Letter campaign
 - Communication campaign
 - Press campaign

Advantages Results of Publicity

- Visibility
- New members
- New groups
- New area

Losses Disadvantages

- Less and less, and less employees in this area now 12 000
- Opportunism
- Resignation

Postponed recruitment plan

- 2016 election – new president
- Priorities for new president for the first year
- Next year: training, training and training

Face to Face communication

- President visits workplaces
 - Always in road show
 - Collective Agreements

Result: Supplement of Wages

- Special supplement of culture workers for a years
- Result of long history of pay rise campaigns: KKDSZ more popular


Training plan: Year of organising

- Questionnaires for our trade unionists
 - Plan
 - New plan
 - And an other new plan
 - And again
- KKDSZ congress March of 2017

Need solution:

- Lack of feedback inside of KKDSZ
 - Lack of follow up inside of TU
 - Lack of visibility in workplaces
 - Lack of belief of power
 - Lack of self-confidence
- Lack of belief of collective actions

Change of society under the last almost 20 years

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- The logo for KKDSZ is a large, stylized, white, bold font set within a horizontal oval. The oval has a gradient background transitioning from light blue on the left to light pink on the right. The letters 'K', 'K', 'D', 'S', and 'Z' are thick and blocky.
- NGOs
 - Political parties
 - Trade Unions