

Recent developments in re-building social dialogue in Hungary

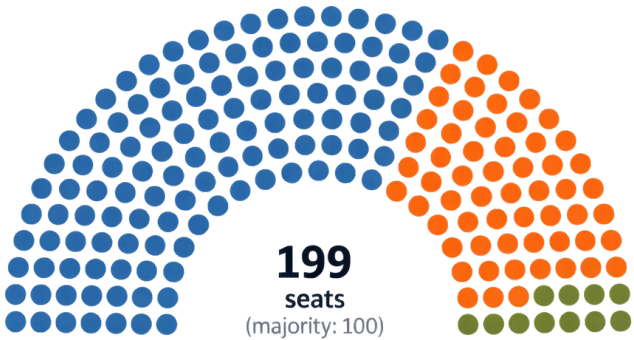
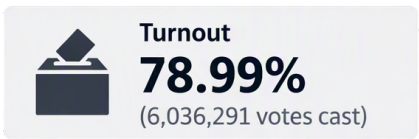
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TURI conference, Warsaw 20 October 2026

New beginnings....

Hungary – Parliamentary Election 2026

Final results (12 April 2026)



Party	Seats	Vote share
 TISZA	141	53.18%
 Fidesz-KONP	52	38.61%
 Mi Hazánk	6	5.63%
Total	199	100%

Source: National Election Office of Hungary (valasztas.hu)
Note: Final official results. Election held on 12 April 2026.

Source: Anita Orbán



Development of Social Dialogue in Hungary

INSTITUTION BUILDING

1988-91 democratic transition in CEE / HU - eminent in the region

1990 Macro-level institutional reconciliation of interests (ÉT) was established in Hungary

Tripartite cooperation was set up with government, trade union, and employers' side.

Sectoral dialogue committees were set up in the mid-2000s.

2010 - CRITICAL JUNCTURE

2010 - the election of the new right-wing, with a supermajority (4 times re-elected)

later „illiberal” government of the FIDESZ-KDNP
- stopped and reversed the process

2011-12 - the (O)ÉT was eliminated, the NGTT set up with churches and the arts but no govt side, and a new private-sector, 3/3 invitation-only body, the VKF was set up, working mainly on wages

The continuous states of emergency – pandemic from 2020, „war” from 2022 till May 2026 enabled the government to **rule by decree which in turn has further weakened social dialogue**

Hungary: Call to strengthen social dialogue

European Commission Country Report
June 2026



Country-Specific Recommendations
July 2026

... 16 years later



Dialogue

Social partners sidelined
Public sector gap



Framework

VKF informs more
than negotiates
Weak legal support



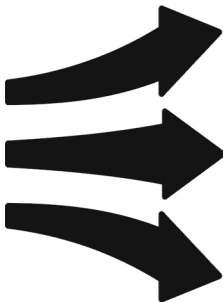
Coverage

Among EU's lowest
10% threshold barrier



Outlook

Reform plans from SPs
CB action plan
Priorities: broader coverage
and TU density



Peak-level

Sectoral-
level

Workplace-
level



Time for questions & debate

New beginning for social dialogue and interest representation/tripartism and/or employment relations?

What will it take to bring everyone to the table?

Gov | TU | EO : each side accusing the other of stalling and/or not having clear plans

Has CEE missed the boat?

→ yes → do nothing

We only need to fix what's wrong

→ ??

It has never worked

Political environment was the obstacle

Now it will work!

Broken forever?

World has changed, need new system



Q for research:

- Work on micro-level?
- Quality of dialogue – change?
- Political strategy: redefine rel. with govt
- Civil society – position rel. to CSO
- Civil dialogue? Participatory govt?



Thank you!



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