

Ministry of Cultural and Innovation  
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HUNGARY  
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Mr. Attila Beneda  
Deputy State Secretary

Brussels, 24 March 2023

Dear Dr Attila Beneda,

I am writing to you as General Secretary of the European Public Service Union that represents 8 million public service workers across Europe to support the campaign of our affiliate, the BDDSZ crèche workers' trade union, for a new pay system.

Many of our affiliates organise workers in childcare and we are fully aware of the importance of high quality early childhood education. We also know that good pay and working conditions are indispensable for ensuring the provision of quality childcare.

Parents expect high quality services for the benefit of their children, but low pay, poor working conditions and changing and unpredictable regulations are barriers to the recruitment and retention of this important group of professionals.

BDDSZ has collected more than 5,000 signatures in support of its petition and workers from 201 towns and 375 workplaces in the sector are in solidarity with their demands.

We share the disappointment of BDDSZ that you haven't provided an opportunity for the union to discuss these issues and the fact that the major legislative changes envisaged in the education sector will negatively affect crèche workers, and lead to more frustration among them. The workers and their trade union, BDDSZ are right: they deserve fair pay negotiated with their representatives as part of social dialogue.

We call on you to start this dialogue and consider the workers' proposal, which is a progressive plan that will help preserve the values and quality of public services. We strongly believe that investment in childcare and in the education sector is not an expense, but an investment in society and our future.

Yours sincerely,



Jan Willem Goudriaan  
EPSU General Secretary