



Embedding Professional Short-Cycle Higher Education in the (Higher) Education System

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# OPINION OF HUNGARIAN EMPLOYERS

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MUNKAADÓK  
ÉS GYÁRIPAROSOK  
ORSZÁGOS SZÖVETSÉGE  
CONFEDERATION OF  
HUNGARIAN EMPLOYERS  
AND INDUSTRIALISTS



Az MGYOSZ a BUSINESSEUROPE tagja.  
Member of BUSINESSEUROPE

# **INDEPENDENT ORGANIZATION**

**POLITICAL**

**FINANCIAL**

**LEGAL**

## **VOLUNTARY MEMBERSHIP**

# **MGYOSZ MEMBER ASSOCIATIONS**

## **more than 40 professional associations**

**ENERGY**

**FOOD**

**LIGHT IND.**

**STEEL**

**ENVIRONMENTAL**

**CONSTRUCTION**

**PRINTERS**

**MARKETING**

**ALUMINIUM**

**ELECTRONICS**

**IT**

**RUBBER**

**DATABASE**

**PHARMACY**

**MACHINERY**

**FURNITURE**

**TRANSPORT**

**INNOVATION**

## MGYOSZ REGIONAL ORGANISATIONS



## **MISSION**

- **Represents the interests of members on a macro level, in national social dialogue as a recognised social partner**
- **Influences economic policy making**
- **Maintains contacts with the Parliament, the government and state administration**
- **Prepares analyses engages in professional activities,, proposals on corporate and the current economic policy concepts**
- **Provides a forum for expression of opinions**

# **MAIN ISSUES**

**Economic policy making, competitiveness**

**Taxation, Environment, Company affairs**

**Labour Code, wage negotiation, education and training**

**International relations**

# MGYOSZ

## In International Organisations



International Organisation of Employers  
Organisation Internationale des Employeurs  
Organización Internacional de Empleadores



## OUR PRESENCE IN BRUSSELS

BUSINESSEUROPE



ECOSOC/ESC



MGYOSZ Representation Office in Brussels since 2003

## CONSTANT CHANGES AFFECTING LABOUR MARKET AND EMPLOYMENT

International and domestic changes impacted Hungarian enterprises over the last 20 years

- social type of economy changed to market economy ( ownership, management, market, **profit**)
- dependance on the market
- constant competition
- new employment methods (more flexibility)
- more independence, initiatives
- joint ventures, multinational companies, foreign ownership, banks
- ongoing development of technology
- Globalisation
- EU membership
- new concept of lifelong learning
- changes in the economy and society ( market economy, demographics, unemployment)
- increasing importance of the regions
- CSR
- recession, crisis
- adaptation to changes

## **EMPLOYMENT, EDUCATION**

Businesses must adapt to ongoing, dynamic changes, often unforeseeable processes

State/government employment, education, training policies, financing had to change, adapt more often as

The labour market needs also changes quite often

## **EMPLOYERS' NEEDS**

Quality of workforce is a major contributing factor to the success

Level of technology, organisation, adaptability of the organisation and its members at all levels,

capability to acquire new knowledge and skills, marketing, communication, networking, social media

## RECENT/ACTUAL CHANGES AFFECTING LABOUR MARKET

- Decreasing orders, more unpredictable forecasts, retrenchments
- Enterprises ( particularly Hungarian owned sme-s) bankrupt, employees loose employment
- Hungarians previously working abroad, loose their jobs in other EU countries – increase the number of job seekers
- young people starting their careers – many of them unable to find jobs – due to recession and lack of efficient planning
- more less or unskilled workforce seek jobs

### **On the positive side:**

- end of the economic crisis?
- increasing GDP in Hungary
- improving export performance
- more demand in domestic consumption
- it is expected that the economy will function more efficiently

# NEW EXPECTATIONS TOWARD LABOUR FORCE

## In the past:

- learned one profession for the whole life
- loyalty

## Now

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- changing needs, expectations, knowledge
- ongoing life long learning – schools, at home, workplace
- (key) **competencies**
- taking more responsibility, initiatives, flexibility, handling pressure
- Innovation
- Creativity
- Regeneration
- understanding and solving problems
- communication skills, networking, language
- Quality
- discipline, ethics, reliability, loyalty

**To meet these goals, new HR approach, methods needed**

## SCHE IN HUNGARY

Business Hungary actively participated in the preparation and introduction and thoroughly follows its development and evaluates responses.

2 years ( in tourism 3 semesters + 1 semester practical work, 560 hours)

### Useful and important part of the Educational System

Creates more opening, identifying vacancies

You are expected to educate workforce capable to work in the real, **business world** in their selected profession ( not any profession)

It should offer **less theoretical** knowledge and **more practical** experience, **skills**.

Insisted more **work experience, problem solving**

Become capable to look for advanced knowledge by ICT

We propose a clearer definition for SCHE, BSc, MSc

Are we educating workforce, capable to work or is it only a stepping stone for a BSc?

## **Weaknesses:**

- enterprises, particularly sme-s are not familiar enough with the objectives of the system, level of qualification, knowledge, experience quite often mixed up with BSc
- lack of respect for this type of education

## **Our experiences with young work force:**

- short term commitment only ( transfer to other profession, workplace or further education due to flexible credit system)
- still poor practical skills
- not ready to carry out „physical” work
- lack of enough skills, competences
- communication skills, language, IT, team work



## **In order to further improve this good system, we propose**

- survey the needs of the labour market – not enough knowledge
- more dialogue - involve more the industries, enterprises, trade associations to refresh the expectations, syllabuses
- more responsility, participation by the employers regarding the contents of the education and the quality of work experience at their premises
- inviting, offering teachers regular work experience
- more cooperation**
- much better information and communication among schools, enterprises, parents
- create more respect



Thank you for your  
attention!