

**Meeting with the participance of the APQ Italian and
the ÉSZT Hungarian trade union confederations
„a new pathway for professional and familiar life
reconciliation in behalf of managerial women”**

Hungary
Local analysis

General features

- 1. Attitudes, stereotypes – social and cultural ways of behaviour**
- 2. Legal background**
- 3. Labour market**
- 4. Salary**
- 5. Projects**

Population

Population of Hungary: 10 050 569 ,
including

4 770 975 men, 5 279 594 women

Distribution of employees (between 15 és 64
years of age):

man 63,8% women 51,1%.

Prospective average lifetime

Table 1. average lifetime probable by birth, year

Year female, male difference

1. tábla Születéskor várható átlagos élettartam, év

| Év | Nő | Férfi | Különbség |
|-----------|------|-------|-----------|
| 1900–1901 | 38,2 | 36,6 | 1,6 |
| 1949 | 63,4 | 59,3 | 4,1 |
| 2001 | 76,5 | 68,2 | 8,3 |
| 2006 | 77,4 | 69,0 | 8,4 |

Family, work, household, learning

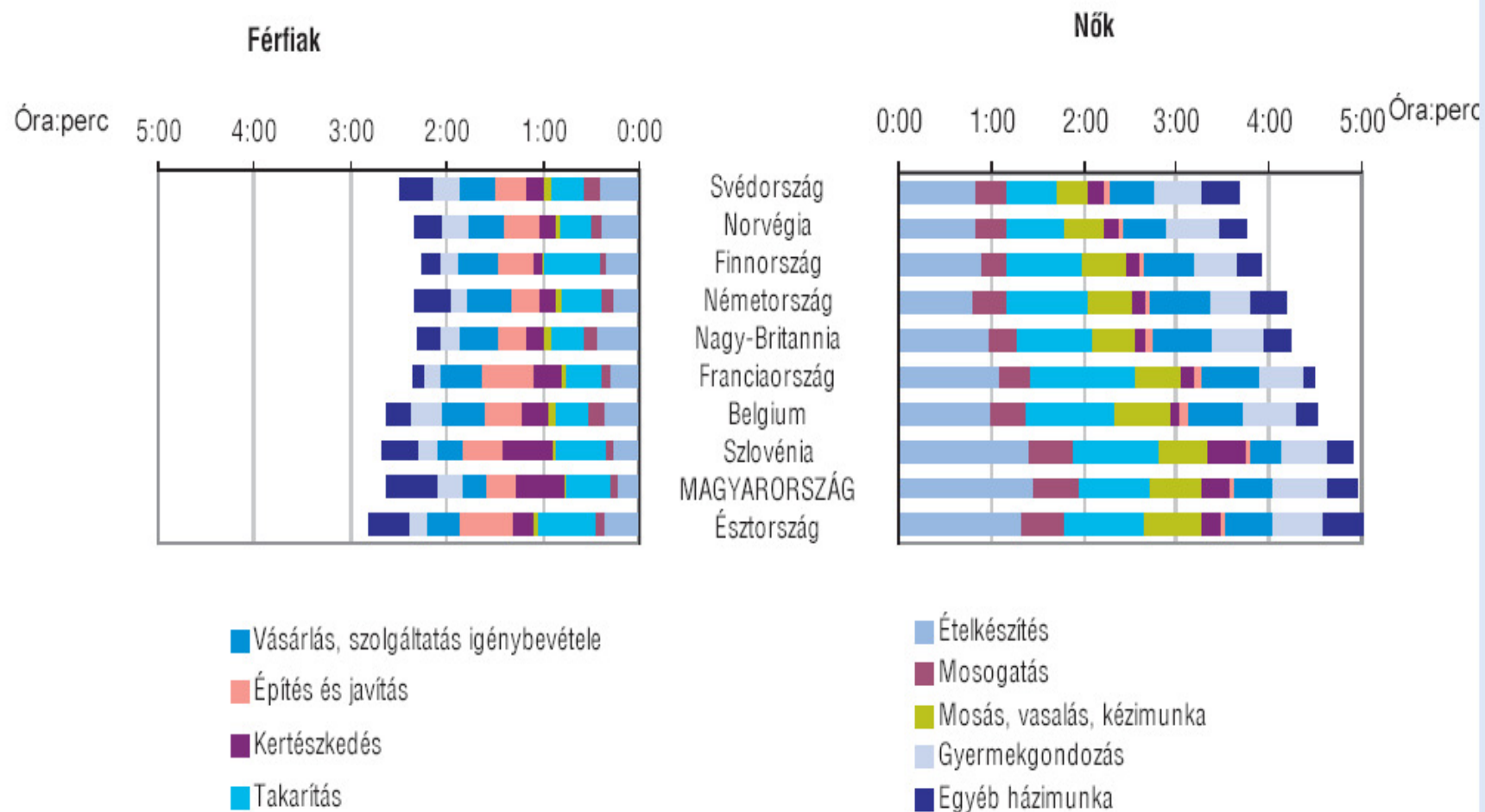
- Hungarian women work 2h 20 minutes more with household than men do, but men devote 1h 14 min more time to productive, paid activity and learning.
- The daily average time spent with learning by women and men studying in school or in free time is equally 4 h 40 min.
- Hungarian men sleep 8 h 17 min, women 8 h 42 min in the 24 hours of a day.
- On the contrary, the time serving free activities: for men have 5h 30 min free time, 50 min more than women have.
- The men spend half of their free time with watching TV, women more than half of it
- Neither of them read too much: women 22 min, men 27.
- In 86% of the time devoted to cooking by the population it is a woman who holds the wooden spoon.

Text on Figure 3

Time devoted daily to household by population between age of 20-74

- Men
 - Hours, minutes
 - Colour codes:
 - Shopping, taking services
 - Building, repairs
 - Gardening
 - Cleaning
 - Other household work
 - Women
 - Preparing food
 - Washing up
 - Caring children
 - Washing, ironing, handwork
- Note: The relatively high participation of the Hungarian (moreover slovenian and estonian) men from the household work follows the ECOSTAT system, which counts here the agricultural activities mainly done by men

3. ábra A 20–74 éves népesség naponta házimunkával töltött ideje



Megjegyzés: a magyar (továbbá a szlovén és észt) férfiak – nem a nőkhöz, hanem más országokbeli férfiakkal viszonyított – magas összes háztartási munkaideje részben nem a hagyományos házimunkákból, hanem a főként férfiak által végzett – az Eurostat szakértői által ide sorolt – mezőgazdasági tevékenységekből következik.

Earnings - managerial positions

2. tábla A nők nettó keresete a férfiak keresetének

százalékában

| Év | Fizikai | Szellemi | Együtt |
|------|----------------|----------|--------|
| | foglalkozásúak | | |
| 2000 | 78 | 63 | 83 |
| 2003 | 85 | 70 | 91 |
| 2004 | 83 | 72 | 92 |
| 2005 | 82 | 70 | 90 |
| 2006 | 84 | 71 | 91 |

- Table 2. Net earning of women as a percentage of that of men
- Year- Blue collar- White collar-together
- The „man professions” of same type—physical, intellectual-generally are paid higher than the „woman professions”.
- Moreover men are preferred in higher managerial positions with better salary.
- There is a man majority also among those undertakers, self-employers who have employees.

Legal background

Hungarian laws regarding equal
treatment

Constitution 70/A. §

- The basis of rule is still the *70/A. § (1) of the Constitution*: „The Hungarian Republic ensures the human or citizenship rights for any person staying on its territory, without any discrimination, in particular without discrimination with respect of race, colour, gender, language, religion, political of any other opinion, nationality or other position.

Law of Equal Treatment (LET)

- *The CXXV. Law of 2003. about the equal treatment and promotion of equal opportunity (Law of Equal Treatment) is aimed to legally definite the persons entitled to equal treatment, the content of the equal treatment and to ensure effective legal protection for those who suffered maltreatment.*
- *It is valid for any organization affording public service and for those who offer any contract to any person, moreover for those, who provides services or trade goods in a locality open for clients.*
- Its validity is very broad as its covers both the public and the civil sphere- with some exceptions in the civil sphere (e.g.churches, parties, private contracts, family relations).
- *It is a general anti-discrimination law as it prohibits the discrimination against women because of „gender, family state, maternity (pregnancy)“*
- It prohibits the breaking the requirements of equal treatment on the base of 18 properties and other situations

LET

- Definition of equal treatment and five types of behaviour breaking it: direct and indirect negative discrimination, harrassment, unlawful separation moreover reprisal
- Demand of public interest
- Giving preferences
- Plan for equal opportunities
- Turning the obligation of proving

Equal salary for equal work

- *The 70/B § (2) of Constitution declares: „ Anybody has the right to equal salary for equal work without any discrimination”*
- It is included by the the paragraph 142/A of the Codex of Labour , which unambiguously and conveniently controls the idea of equal salary and equal rights.

Institutional background

- **Courts and controls**
- **Authority of Equal Treatment (AET)**
 - a) it may order the finishing of a situation infringing lawful rights,
 - b) it may prohibit the following of an infringing behaviour
 - c) it may publish an order stating the infringement of lawful rights
 - d) it may order (discrimination) punishment

Institutional system

- **Ministry of Labour and Social Affairs**, Department of Equality of Women and Men, undersecretary of state
- **Council for Representation of Women**
The Government created a Council for Representation of Women (1999) in order to the jurisdiction securing equality for women, speeding the governmental programs up, and involving the women organizations. The Council is a body preparing the decisions of the Government, moreover consulting and taking proposals. It exists, but it has had only three meetings since 2002.
- **National Network for Equal Opportunities**
The building of the National Network for Equal Opportunities started at 2004. At 2006 there are Offices of Equal Opportunities (House of Opportunities) in 16 counties.

Ways of Behaviour Stereotypes

**Social and cultural ways of
behaviour**

From the time of the political changes up to recent days

- A conservative turnover with respect to the role of genders
- typically in the acceptance of some respects of social gender roles (marriage, child care)
- some modernization experienced in the employment of women (part-time jobs)
- Women in media: women appear in everyday reports mainly as the central figures of family life (even women in top social positions or famous women)
- Women are shown in partner relations as the natural satisfactors of the requirement of men (e.g. serving them at home).
- Unnecessary front position of pornography - photos of naked women. Women are frequently shown on street posters as sexual objects.

Work distribution in family

- There is a contradiction between the attitudes and real behaviour in fields of marriage and acceptance of child
- the number of marriages is decreasing, the age of first marriage is growing, the number of non-wedded pairs increases, the age is higher and higher when the first child borns.
- The work distribution inside family is conservative both in reality and at the level of attitudes.

Work distribution in family

- The time-monitoring studies show that the vast majority of house-work is done by women even in families where both partners have a job.
- Neither the young and highly educated persons have more modern ideas about the gender stereotypes
- In recent years the government has a „Family-friendly workplace” prize aiming at the idea of mutual reliance for parental roles, the child-caring role of father and the higher tolerance of workplaces to the family obligations.

Gender roles

The social gender stereotypes in textbooks:

1. Boys/men appear more frequently in textbooks than girls/women;
2. Mainly men are mentioned when teaching literature and history;
3. The gender roles of society and family life are shown (with some exceptions)
 - with stereotypic models of male and female roles
 - the majority of textbooks do not show women outside their home.
 - A narrow choice of professions is offered both for boys and girls.

Role of women in public life

Parliament:

Members of Parliament: 343 men – 43 women

President and vice-presidents of Parliament: 5 men – 1 woman

Heads of fractions: 4 men – 1 woman

Chairpersons of committees: 17 men – 1 woman

Courts of law:

Constitutional judges: 11 men—0 woman

Chairpersons of Highest Prosecutory: 3 men – 1 woman

Heads of Highest Courts: 3 men – 3 women

Heads of Metropolitan Court and County Courts: 15 men – 5 women

Role of women in public life

Government, local authorities:

Members of government: 12 men – 3 women
/changed/

Secretaries of state: 18 men – 2 women

Undersecretaries of state: 34 men —14 women

Metropolitan district mayors: 24 men,

Mayors of cities with county rights: 21 men- 2 women

Chairpersons of county assemblies: 17 men – 2
women

Role of women in public life

Science, media

Full members of Academy of Sciences: 270
men – 10 women

**Corresponding members in Academy of
Sciences: 67 men – 10 women**

**Members of the National Body of Broadcasting
and Television: 5 men – 1 woman**

**Heads of public media and Hungarian Press
Agency: 4 men – 0 woman.**

European Union

**Hungarian members of EU Parliament: 15 men
–9 women.**

Education

- Equal conditions of reaching diplomas in any type of school
- Number of women is over that of men both in higher education and among graduated persons
- There is a stereotypic thinking when choosing professions /medical doctor, engineer, lawyer, informatics-men – teacher, humanioras, social sciences - women/
- Teachers - discrimination in hierarchy in schools
Many women among teachers, the proportion of women in management is decreasing with the level and prestige of position.

Participance in the field of the economical and social life

Family benefits

The Hungarian law does not take a difference between mother and father regarding the family benefits, any of them is authorized to draw it. Exceptances are the normal gravidity-maternity aid and a special single maternity aid after borning (any of the parents may take it after adopting a child).

Participance in the fields of economical and social life

Family, marriage

- **Right for the marriage** - Women and men have equal rights regarding marriage
- **Free choosing of spouse** - Recently there is a re-codification process in Hungary which touches also the non-married life-partners. The proposition would widen the rights and obligations of life-partners but those would not be equal to the rights and obligations of spouses.

Charasteristics of the labour market

Hungary

Labour market

Women

Men

Economical activity rate

55,5%

68,7%

Employment rate

51,1%

63,8%

Unemployment rate

7,9%

7,2%

/ age-group 15-64, National Office of Statistics 2006 /

General characteristics

- Over three quarter of employees in venture sphere are men, the proportion of women working at public sphere (33.9%) is more than doubles that of men working here (13.3%).
- Percentage of part-time workers is 4%, inside which the rate of women to men is 2:1.

General characteristics

- The proportion of women having professional, secretary jobs (61.6%) is almost double of that of men (39.4%).
- Among physical workers there are 65.9% men and 34.1% women.
- In the group of jurisdctors, managers of administration and economy the proportion of women is 37.2%, that of men is almost double, 62.8%.

There are five employment groups with woman majority

- Group of office and customer-service type jobs: 93.8%
- group of other jobs requiring higher of secondary education: 64.2%
- simple jobs not requiring vocational education: 56.8%
- group of jobs requiring independent application of higher education: 56.8%
- service-type jobs: 55.6%

Employment groups whith man majority

- Industry and construction jobs: 86.3%
- Agricultural and forestry jobs: (73,3%)
- Machinists, assemblers, drivers: (73%)
- Jobs in armed bodies: 80,6%.

Typical woman branches

- **Medical, social care, where the proportion of women (11.6%) is four times higher than that of men (2.8%)**
- **commerce,**
- **education,**
- **moreover in processing branches (textile, shoe, skin products, clothe industries, etc.).**

Typical man branches

- **Vehicle production (almost ten times more men than women).**
- **Construction industry,**
- **mining,**
- **wood processing,**
- **machine production**

Earnings

- In Hungary the gender difference in earnings is 16 to 19%, depending on age-groups.
- The main elements of differences:
 - belonging to a high earning group
 - number of children
 - high proportion of men at the workplace
 - The result of structural effect is -3%. The income of men would have been 3% under that of the women barely from the structural effects, without the negative discrimination.
- The result of the discrimination effect is +18%, this is why the average income of men is 16% higher than that of the women.

Projects

2005-2007

„Origo of carrier necessities of a successful carrier”

- Organized by the HR Portál and the Wanderlee Hungary. Participants: 84 persons (including 6 men, 78 women).
- The main dimensions: gender, function, opinion about the components of a carrier, evaluation of the components of her (his) own carrier, listing of institutional and out-of-institute sources helping the carrier. Consequences: the woman managers in HR position consider the carrier-motivation necessary to reach a managing position. Managers in business field consider the emotional intelligence also necessary.
- The company can support the choice of a manager with the effective evaluation of abilities, the marking of the ways of carriers and the satisfactory analysis of working activities.
- The helping outside sources can be the professional connections, the consultation and the coaching.
- Recently the consultation and feed-back of a chosen personal mentor have increasing role in the development of the managers.
- Source: Juhász Tibor Wanderlee Magyarország Kft. szakmai igazgatója, Forrás: HR-Portál

Golden cage

- The study done by Bokor Attila and Dr. Radácsi László. They investigated young managers in Hungary after the political changes. **The study included 50 deep-interviews. The 30 to 36 years old objects were found by „snowball” method, and 90 minutes long half-structured interviews were completed.**
- Field investigated: origin, education, circumstances of becoming a manager, ups and downs in managing, role of money, balance of work and private life, differences between genders, reliability for the broader environment, plans for the future.
- The experiences were dealt in four chapters:
 - they dealt the success and the forming hide-and-seek motive
 - they compare it to other studies and models
 - they summarized their experiences relating to groups
 - they concluded personal experiencesProbably the most important experience was that the changing of generation meant also a changing of motives. Additionally to the midlife crisis, nowadays the work-life balance shows also a life-starting crisis.

EQUAL-H005 „Equal salary for equal work! Formation of an E-barometer in the frame of a development partnership”

Project of MSZOSZ/SZGTI fund with civil organizations.

The gender disparities of the labour market. Searching for state and causes on the database of the Salary-barometer 5000

A munkaerőpiac nemi egyenlőtlenségei Állapot- és okkeresés a BérBarométer 5000-es adatbázisán.

Katalin Kozma - Role of women in management, in particular women in Hungarian public sphere.

- **The study was aimed to answer:**
 - „What are the causes of the differences between the carrier paths of men and women in Hungarian public sphere?
 - " Is there a typical women managing way?
- " Can be separated different paths of life and ways of carrier inside the group of woman managers in the public sphere?
 - " How can the woman managers reconcile family life and earning activity?
- **Object of the study**
 - " women in higher managing positions of public sphere
 - " men in higher managing positions of public sphere
- **The situation in Hungary**
 - The glass ceiling, i.e. why can men make a carrier easier?
 - " Factors with gender origin
 - " Factors attributed to the working of organization
 - " Points of views considering the gender, organization and the social environment in the same time.
 - " Segregation on the labour market

OFA (National Development Fund) Projects

- Woman 2007-7214 „supplying of the private life obligations hindering professional life, and helping the workplace carrier of women.”
- These projects have no closed summary so far.