



LABOUR MARKET AND ENTREPRENEURSHIP OVERCOMING GENDER STEREOTYPES

A TRANSNATIONAL ACTION PLAN
PROMOTED BY BUSINESS WOMEN AND
GENDER EQUALITY ORGANISATIONS

COUNTRY REPORT FOR HUNGARY



This project is co-financed by the European Commission, Directorate General for
Employment, Social Affairs and Equal Opportunities





Labour Market and Entrepreneurship Overcoming Gender Stereotypes

A Transnational action plan promoted
by Business Women and Gender Equality Organisations

This project has been carried out by AFAEMME
Association of Organisations of Mediterranean
Businesswomen (Barcelona, Spain) in association with:

KARAT Coalition (Central and Eastern Europe)
WAD - Women's Alliance for Development (Bulgaria)
SEGE - Greek Association of Women Entrepreneurs
(Greece)

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Context

A key priority for the European Commission is to create equality for men and women throughout Europe. AFAEMME, Association of Organizations of Mediterranean Business Women (Barcelona) was awarded by the European Commission, in partnership with important organizations in Central and Eastern Europe - KARAT Coalition, WAD - Women's Alliance for Development (Bulgaria) and SEGE, Greek association of Women Entrepreneurs (Greece) to implement a unique project "*Labour Market And Entrepreneurship Overcoming Gender Stereotypes*".

The main objectives of this project are:

- to improve the understanding of the issues underlying gender equality and equal opportunities in the fields of employment and entrepreneurship in this area of Europe
- to strengthen gender equality and businesswomen organizations and their active partnership in influencing decision makers on social and economic policy
- and to improve the general economic status of women.

The project includes the elaboration of 12 national reports from Cyprus, Malta, Poland, Latvia, Estonia, Lithuania, Czech Republic, Slovakia, Slovenia, Hungary, Bulgaria and Romania. Which report the obstacles experienced by women in business and assess the impact of EU Employment Strategy on the situation of women in the new ten EU Members states and two candidate countries with case studies of a typical businesswoman in those countries relating to gender stereotypes in the labour market and entrepreneurship, with a final global report containing concrete policy recommendations addressed to European Commission and national governments. The publication is launched at a large scale European conference in Brussels in February 2006.

This report contains the national study from Hungary



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Executive summary

Thanks to some important legislative developments, the Hungarian legislation on gender equality has been adapted to European legislation. However, while explicitly discriminatory provisions have been virtually eliminated, the latent and indirect discrimination of women is still present and remains largely undetected. Thus, there is still an important gap between de jure and de facto gender equality. Even though Hungary is now an EU's member, a lot of effort has to be made in the gender equality area.

For example, discrimination is not defined precisely, which makes it hard to apply the principle of equal treatment in practice. Moreover, governments, even when they wanted to introduce positive measures to generate real societal changes, have mostly failed.

The Hungarian Constitution already guaranteed in theory, equality between all citizens of the country. A number of provisions of the Constitution are relevant to women and employment.

Recently in 2003, Hungary adopted one of the most important Act referring to gender equality: the Act CXXV on Equal Treatment and the Promotion of Equal Opportunities. This Act prohibits discrimination on all grounds, including sex, however, there are no special provisions on gender discrimination within it.

Recently, Hungary developed programmes to help women to access the labour market, such as the National Development Plan, Operative Programme for Human Resource Development which contains instructions to provide women with more opportunities; or the Equal Opportunity Programme of the Republic.

The labour market situation of Hungarian women has changed drastically since 1990. After decades of full employment during the state socialist era, when most women of working age held paid, full time positions, in 2002 the employment rate among women in Hungary declined to one of the lowest of all European Union countries. In 2002, 49.8% of women (and 63.1% of men) of the 15-64 year-old age group were gainfully employed.

The unemployment of both genders appeared in Hungary but it was more significant among the men than the women. However, it is important to note that many women opted for different practices to avoid being present among the unem-

ployed, such as early retirement, childcare, participation in full time education or training, etc.

More than half of the women are employed in the service sector. The processing industry, trade, education, health care employs almost two thirds of the working women, and if we take into consideration the administration as well, then the mentioned sectors employ of working women. Theoretically and legally in Hungary, women are entitled to the same pay for the same job. Despite that, the reality and practice are different.

The situation of women's entrepreneurs is still not so good, in 2002, they represent about a 30%; even though women's educational attainment and skills are at least comparable to those of men.

Even though there has been some slight increase in women's employment rate (even relative to men's) since 1998, we are still far away from achieved gender equality in Hungary in a near future. In addition, it is clear that increasing the proportion of the economically active population as well as a better use of women's resources would contribute significantly to economic development. In this context, and in connection with the recent entry in the EU, the Hungarian government established a handful of strategies and policies to combat discrimination and provide at least a semblance of equal opportunities for men and women.

Legal framework

Thanks to some important legislative developments, the Hungarian legislation is adapting to European legislation. However, while explicitly discriminatory provisions have been virtually eliminated, the latent and indirect discrimination of women is still present and remains largely undetected. Thus, "a notorious problem in Hungary is the wide gap between de jure and de facto gender equality, which indicates that European norms and standards do not yet form an integral part of social mechanisms. In the absence of a clear political will, appropriate monitoring agencies and a strong women's movement, effective enforcement is lacking"¹. The contemporary democratic Hungarian society seems to manifest an indifference regarding gender equality. This indifference is due to the widely shared belief that it has already been achieved by the previous political regime. Traditionally, the women's issue in Hungary has been interpreted in close connection with demographic concerns. 'Gender politics' in the Hungarian sense is still effectively the equivalent of 'strategic family policies' intended to deal with the 'crisis of the family' and the problems of population decrease. Discrimination is not defined precisely, which makes it hard to apply the principle of equal treatment in practice. Moreover, governments, even when they wanted to introduce positive measures to generate real societal changes, have nearly always failed².

One big problem in Hungary is the lack of public awareness about the importance of the idea of gender equality and by the same way, the EU equality directives. At the same time there are also some positive changes. Hungary has recently introduced EU legal policies related to gender equality. It is to be expected that Hungarian people will become more and more prepared to discuss gender related issues and move closer towards equality between women and men.

The Constitution

The Hungarian Constitution already guaranteed in theory, equality between all citizens of the country. A number of provisions of the Constitution are relevant to women and employment³:

> "Article 7 "provides that the legal system accepts the generally recognized principles of international law and requires harmonisation of domestic law with international law obligations".

> Article 66 "requires the Republic of Hungary to ensure the equality of men and women in all civil, political, economic, social and cultural rights. Mothers must receive support and protection, before and after the birth of the child, in accordance with separate regulations which must also ensure the protection of women in the workplace".

> Further provisions concerning women can be found in article 70A which "requires the Republic of Hungary to respect the human and civil rights of all persons in the country without discrimination on the basis of, amongst other things, gender or on any other grounds whatsoever. It also requires the law to provide for strict punishment of discrimination and the Republic of Hungary to endeavour to implement equal rights for everyone through measures that create fair opportunities for all".

> Article 70B "provides that everyone has the right to work and to freely choose their job and profession and to equal compensation for equal work, without any discrimination whatsoever. All persons who work have the right to an income that corresponds to the amount and quality of work they carry out".

The Labour Code

The Hungarian Labour Code prohibits discrimination against employees on a number of grounds which includes sex.

We can summarize some relevant provisions⁴:

> Under section 75, women must not be employed in jobs which may have detrimental consequences for their health or physical safety, constitute an increased reproductive hazard or endanger the health or safety of others to an increased extent. Details about which jobs may be performed by women, and which may be subject to specific working conditions or medical requirements, may be specified in other laws.

> Section 85 provides that pregnant employees must, on the basis of a medical opinion concerning their physical ability to perform the work, be temporarily assigned to alternative work which is medically appropriate for their condition. This applies from the date when the pregnancy is established and conti-

1 - <http://www.qub.ac.uk/egg/Summaries/Hungary-WP4summ.doc>

2 - <http://www.qub.ac.uk/egg/Summaries/Hungary-WP4summ.doc>

3 - http://www.ilo.org/public/english/employment/gems/eeo/law/hungary/li_jswi.htm

4 - http://www.ilo.org/public/english/employment/gems/eeo/cover/hun_main.htm

nues until the first birthday of the child. The assignment to a new position is subject to the employee's agreement. Alternatively, the working conditions can be appropriately adjusted. The wages of a woman during her temporary transfer or when her working conditions are adjusted must not be less than her previous average wage (this is developed further under other sections). If the employer is unable to assign the woman to a job appropriate to her physical condition, she is exempted from work but still paid her wage.

> Section 90(1) prohibits employers from termination of employment through normal notice during:

- leave granted to nurse a sick child or care for a close relative at home;
- pregnancy and six months after delivery; and
- leave of absence without pay granted for caring for a child.

This prohibition continues for 30 days after the end of the above periods.

> Under section 105(1), in particularly justified cases, employees may be obliged to perform work not included in their job description, or to work outside the location of their permanent employment. However, this must not impose on them a disproportionately large burden in view of their position, qualifications, age, health status or other condition. Under section 105(5), from the fourth month of her pregnancy until the third birthday of her child, no woman can be compelled to perform work in another location without her consent.

> Under section 121, night work (10 p.m. and 6 a.m.) is prohibited for women from the time that it is established that they are pregnant until the child is one year old.

> Under section 127, work performed on the rest day or on public holidays is considered to be the equivalent of overtime. If an employee is required to work on a weekly rest day, he or she must be given another rest day before the end of the month.

> Under section 128, overtime (and reporting for standby duty) must not endanger the physical condition or health of the employee or impose a disproportionately large burden in respect of personal and family life or other matters. Overtime and reporting for standby duty is prohibited for women from the time that it is established that they are pregnant until the child is one year old. Employees who raise children alone can not be required to perform overtime or stand-by duty without their consent, until the child is 4 years old.

> Under section 132(2), single parents and employees who, on the basis of a decision made with the other parent of a child, play the larger role in raising the children are entitled to receive supplementary holidays of:

- two working days for one child under 16;
- four working days for two children under 16;
- a total of seven working days for more than two children under the age of 16.

- For the purposes of these supplementary holidays, children shall be taken into consideration for the first and last time in the year when they are born and in which they turn 16, respectively.

> Section 138, provides for 24 weeks of maternity leave, which shall preferably be allocated so that four weeks precedes the anticipated date of delivery. Maternity leave expires:

- six weeks after delivery if the child is stillborn;
- 15 days after the death of the child; or, one day after the date that the child is taken under the charge of the state

It is important to highlight that maternity leave may in no case be shorter than six weeks after delivery. If the child is nursed in an institution for premature babies, the unused portion of the maternity leave can be claimed up to one year after delivery following the discharge of the child from the institution. In addition, at the employee's request, the employer must provide leave of absence without pay for the purposes of caring for a sick child in the following cases:

- after the end of maternity leave until the child is 3 years old or, if the child is suffering from a permanent illness or is severely handicapped, until the age of 10;
- If the child falls ill and requires nursing at home, for the duration of its illness until the child is 10 years old.

> Under section 138(5), during the first six months of nursing, women are entitled to two one-hourly nursing breaks per day, and one hour per day up to the end of the ninth month of nursing. In the event that there are multiple births, time off for nursing is calculated in proportion to the number of children. Section 139 provides for family leave without pay, at the request of the employee, for the employee to take care of a close relative requiring long-term (envisaged to extend for more than 30 days) nursing or care at home for a maximum

period of two years. Long-term nursing at home and its justification must be certified by a doctor.

Close relatives are defined as:

- husbands and wives;
- relatives in a direct line of descent of the employee or his spouse;
- adopted, step or foster children;
- adoptive, step or foster parents;
- brothers and sisters; and
- life partners.

The Act. No 22 (1992) of the Labour Code prohibits negative discrimination. The section 5 said that " A negative discrimination against employees in their employment relationship based on sex, age, nationality, race, origin, religion, political convictions, membership in an organization representing their interests or involvement in any related activities, or any other factor unrelated to their employment shall be prohibited. Discriminatory treatment arising unequivocally from the type or nature of the work shall not be considered negative discrimination "5.



Institutional framework

Secretariat of Equal Opportunities

The Secretariat of Equal Opportunities has the duty to reports to the Ministry of Social and Family Affairs which is involved in coordinating and monitoring government actions related to the equal opportunity between women and men. Relevant activities have included:

- a. Liaison with relevant NGOs and organisation of a regular Civil Forum
- b. Sponsoring a test case concerning discriminatory job advertisements.

Women's Representative Council

The Women's Representative Council was established by Government Decree 1059/1999. It has the role, in consultation with NGO's, of accelerating legislation and action plans for the equal opportunities for women. It prepares relevant government decisions and acts as a consultative body for the proposal and development of new initiatives. It also coordinates measures to implement and monitor existing actions plans promoting equal opportunities for women.

Joint Subcommittee on Women's Issues

It is a parliamentary committee which is included in the

Committee on Human rights, Religious and Minority Issues. Its duty is to examine proposed legislation from a gender perspective 6.

The Parliamentary Commissioner for Civil Rights

This Commission was established under art. 32B of the Hungarian Constitution. It has to investigate cases involving the infringement of constitutional rights and initiate general or specific measures for their remedy. The Commissioner has to make annual reports on the status in Hungary of constitutional rights. Recently in 2003, Hungary adopted one of the most important Act referring to gender equality: the Act CXXV on Equal Treatment and the Promotion of Equal Opportunities. This Act prohibits discrimination on all grounds, including sex. The act, however, does not include any special provisions on gender discrimination. Based on the Act a public administrative body called Equal Treatment Authority is responsible for controlling/monitoring the observation of equal treatment principle. The Authority started its work in February 2005 7. In 2004, there were changes in the national gender equality machinery. The Hungarian Government was restructured and a new ministry called the Ministry of Youth, Family, Social Affairs and Equal Opportunities is now led by the previous Minister (without portfolio) for Equal Opportunities. Only one

6 - http://www.ilo.org/public/english/employment/gems/eeol/cover/hun_main.htm

7 - http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/hungary.pdf

small Department deals with gender equality issues in the Ministry, under the supervision of a deputy state secretary in charge of strategic development and international affairs. Hungary has ratified various international instruments. One of the important ones, the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), was ratified by Hungary the 22 of December 1980.

Workers and Employers Organisations

National Council for Reconciliation of Interests (NCRI)⁸

The NCRI is a tripartite body which has been involved in seeking solutions to women's issues. The NCRI is a non legislative body and is the most important institution of social dialogue in Hungary. Its main area of impact has been in the areas of labour legislation, economic and social policy formulation and the settlement of national labour disputes.

1. Labour Market Committee

This Committee was established under Act IV of 1991 on Employment Promotion and Provision for Unemployed. This body administers employment funds, comments on draft employment laws and is involved in employment policy development.

2. National Labour Centre and Workers' and Employers' Organisations

Established under Act IV of 1991 on Employment Promotion and Provision for Unemployed, the Workers' and Employers' Organisations are involved in promoting employment and must support all unemployed persons without discrimination, including on grounds of sex. The National Labour Market Centre directs the activities of the Workers' and Employers' Organisations, and provides information and statistics on the labour market and research.

3. Hungarian Women's Association

Relevant activities have included the establishment of a Hungarian Women's Academy which is a program for the development of a two-year complex curriculum to provide education and training for women wishing to enter public life. Programmes to facilitate women's access to the labour market⁹:

> The National Development Plan, Operative Programme for Human Resource Development was approved in 2003. It contains several instructions related to the equal opportunity and gender equality.

> The draft on Equal programme for Hungary 2004-2006 was elaborated at the end of 2003.

> The Equal Opportunity Programme of the Republic was elaborated by the Minister of Equal Opportunities. It is a part of what will be a national network of equal opportunities supported by civil organisations. It contains as well various training programs.

*4. Institutions against violation of principle of anti-discrimination and strengthening women's position in the labour market*¹⁰

According to the Act LXXV of 1996 on Labour Inspection, the Labour Inspection - when requested - has the right to act in cases of the violation of anti-discrimination provisions. It is important to note that this tool is not easy to use in every day life. In case of violation of any law protecting against discrimination, it is possible to go to take the issue to Court. In practice, however, this is quite difficult to prove gender discrimination.

The National Labour and Labour Safety Inspectorate (OMMF) was established in 1996 under Act LXXV. Its principal function is to monitor observance of the prohibition of discrimination of the Labour Code and to follow up on regulations related to the employment of women. On the basis of a written recommendation of the inspector, the head of the country inspectorate may issue a fine if the violation affects several employees¹¹.

On the other hand, the Parliamentary Ombudsman for Civil Rights is responsible for the safeguard of civil rights like the protection against any discrimination. This institution has been established by the Article 32/B of the Constitution.

In 2003, a minister without portfolio in charge of equal opportunities has been nominated. Her main objective was to create equal opportunities for marginalized strata. Since, 2004 the Minister of Child, Youth and Equal Opportunities is in charge a wider range of equal issues.

The Government Decree (218/1999 (XII. 28)) on particular violations of regulations also stipulates that discrimination has to be penalised.

Finally, the Women's Committee of the National Confederation of the Hungarian Trade Unions promotes the idea of equal treatment in the collective agreements and establishing workplace bodies to monitor the realisation of the principle of equal pay for equal work.

9 - http://www.ilo.org/public/english/employment/gems/eeollaw/hungary/i_jswi.htm

10 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

11 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

Issues for women employees

Hungarian employment lags behind the European Union average: at the end of 2003, 51% of the Hungarian adult population (aged between 15 and 74) was employed-compared to the 60% EU average. At the same time, the Hungarian employment rate has increased in the past four years: in 2000 it was below 49%¹².

Women in the labour market

In Hungary, the rate of women dependent on their family or on social provisions is rather high compared to other new member states of the old socialist regimes. In 2000, 48% of women aged 15-64 were absent from the labour market¹³. The labour market situation of Hungarian women has changed drastically since 1990. After decades of full employment during the state socialist era, when most women of working age held paid, full time positions, in 2002 the employment rate among women in Hungary declined to one of the lowest of all European Union countries. In 2002, 49.8% of women (and 63.1% of men) of the 15-64 year-old age group were gainfully employed¹⁴. The shift happened in a very short time. The activity of young women (between 15-19) dropped in 3 years from the level of developed countries of the EU to below the level of Mediterranean European Union countries. The activity of women of retirement age also decreased considerably. Since the retirement age in Hungary was very low (55 years), the participation rate of women of 55-59 years old was below the rate of the Union. At the same time, women of the main active age groups also left the labour market. The really high participation rate of women aged 25-54 soon fell to the level of northern European Union countries. It is important to note that the participation rate of women decreased faster than that of men: from 1992 to 2000 the rate dropped by 5.2% among women and 4.8% among men¹⁵. The decrease was continuous until 1997. At that moment, the labour market recovered and the activity rate of women began to increase considerably. In the last years of transition the gap between the participation of men and women diminished. The unemployment of both genders appeared in Hungary after the transformation, and it was more significant among the men than the women, again,

because women dropped out of the labour market altogether or participated in the grey economy. In 1992 the unemployment rate was 9,9 %, but the proportion of women among unemployed constituted only 40 %. This proportion has been slightly increased during the next years but the unemployment rate has been decreased. In 2003 - with an unemployment rate of 5,3 % - the proportion of women among unemployed is 43,4 %. "We may assume that during the past decade an approximately stable ratio of 40 % of women against 60 % of men among the unemployed has been characteristic. Notwithstanding, we have to mention that many women opted for different options to avoid being present among the unemployed. This included early retirement, childcare, participation in full time education or training, taking part in micro or small family companies without registration, etc"¹⁶. While Hungarian women's unemployment rates are lower than those of men, (5.4% compared to 6.1% in 2002), an important number of women are classified as inactive and are not even looking for work any more. "The low activity rates of Hungarian women (52.7% compared to the EU rate of 60.1% in 2002) may be explained by different factors: the state socialist legacy of a low female retirement age and lengthy maternity leave periods, an especially large reporting bias due to the significance of informal work, an economic crisis which resulted in large scale job loss, a backlash against the state socialist emancipation policy which required all women to work full time without reducing their reproductive burdens, etc. Its consequences are also quite obvious: a significant proportion of Hungarian women experience social exclusion and find themselves in a dependent, vulnerable position where the prospects of deprivation and poverty are real"¹⁷. Even though there has been some slight increase in women's employment rate (even relative to men's) since 1998, we are still far away from achieved gender equality in Hungary in the near future. In addition, it is clear that increasing the proportion of the economically active population as well as a better use of women's resources would contribute significantly to economic development. In this context, and in connection with the recent joining of the EU, the Hungarian government established a handful of strategies and policies to combat discrimination and provide at least a semblance of equal opportunities to men and women¹⁸.

12 - http://www.tarki.hu/kiadvany-elsocepl/socrep_11.pdf

13 - <http://www.unrisd.org/unrisd/website/document.nsf/0/CA16E60297CA24A6C1256FE2002FEB42?OpenDocument>

14 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

15 - http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/hungary.pdf

16 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

17 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

18 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

NUMBER OF EMPLOYED PERSONS AGED 15-64, 1992-2000 (in millions)					
Year	Employed	Men	%	Women	%
1992	4,022	2,184	64.6	1,838	52.3
1995	3,646	2,033	60.3	1,615	45.9
1998	3,679	2,029	60.6	1,649	47.3
2000	3,825	2,108	63.3	1,716	49.7

Source: http://www.seeline-project.net/ECONOMIC/hungary_research.htm

Conditions of work/quality of employment

As a consequence of the economic modernisation and change of the production structure the employment rates of the three main sectors have been modified. In 1992 52,3 % of the women of active age group were employed, 4 % of them in

the agriculture and 15 % in the industry, 33,3 % in the service sector. During the 1990s the situation has changed: the proportion of women in the agriculture diminished considerably (1,8 % in 2000), and also their participation in the industry get down (to 12,5 % in 2000), meanwhile the employment rate for women in the service sector increased to 35,5 % in 2000 ¹⁹.

WOMEN'S EMPLOYMENT RATES BY MAJOR SECTORS AND NON-EMPLOYMENT IN HUNGARY 1992-2000, (age group 15-64)				
Year	Agriculture	Industry	Service	Non-employment
1992	4	15	33.3	47.7
1993	2.9	13.1	33.2	50.7
1994	2.6	12.3	32.9	52.2
1995	2.1	11.4	32.4	54.1
1996	2.1	11.4	32.0	54.5
1997	2	11.3	32.1	54.5
1998	1.9	12.1	33.3	52.7
1999	1.9	12.3	34.9	51
2000	1.8	12.5	35.5	50.3

Source: http://www.seeline-project.net/ECONOMIC/hungary_research.htm

¹⁹ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

STRUCTURE OF EMPLOYMENT OF WOMEN BY SECTORS OF ACTIVITY	
Sectors	% of employed women of age 15-74 in the given sector
Mining	0.2
Electricity supply	1.1
Building industry	1.2
Financial services	3.2
Agriculture	3.6
Hotel, catering	4.1
Transport, storage	5
Other services	5
Real estate	5.4
Administration, social security	7.8
Health, social care	10.5
Education	14.3
Trade	16.1
Processing industry	22.5
Total	100

Source: http://www.seeline-project.net/ECONOMIC/hungary_research.htm

More than half of the women are employed in the service sector, but still the manufacturing has an important role in the employment of women (22,5 %). Women are working as well in new activities of the service sector like real estate and financial services (8,6 % of all working women)²⁰. One quarter (1/4) of all employed women work in "traditional" female sectors such as education and health, social care (in 2000 85 % of teachers and 50,1 % of doctors were women). The processing industry, trade, education, health care employs almost two

thirds of the working women ²¹, and if we take into consideration the administration as well, then the mentioned sectors employ of working women . In 2000, almost 62% of non-manual workers were women ²². There are more men than women performing manual jobs (in 2000, 35 % of women and 65 % of men). More specifically, women occupied more than half of the places in services and trade. Among the machine operators and assemblers the proportion of women significantly increased (from 21 % in 1994 to 27 % in 2000)²⁴.

PROPORTION OF WOMEN AMONG THE EMPLOYED IN THE GIVEN EMPLOYMENT GROUP, 1994, 2000		
Major job groups, non-manual workers	1994	2000
Legislators, senior officials and managers	36.8	33.9
Professionals	56.7	58.2
Technicians, associated professionals	64.5	64.3
Clerks	91	92.2
Non-manual workers, total	63.7	61.9

Source: http://www.seeline-project.net/ECONOMIC/hungary_research.htm

²⁰ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

²¹ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

²² - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

²³ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

PROPORTION OF WOMEN AMONG THE EMPLOYED IN THE GIVEN EMPLOYMENT GROUP, 1994, 2000		
Major job groups, non-manual workers	1994	2000
Service workers, shop and market sales women	56.8	55.4
Skilled agricultural and forestry workers	31.1	27.3
Craft workers	21.3	19.3
Plant and machine operators, assemblers	21.1	27
Manual workers total	35.7	34.8
Armed forces	5.6	9.4

Source: http://www.seeline-project.net/ECONOMIC/hungary_research.htm

Part-time/full-time job

Part-time employment is not frequent in Hungary. Although, according to surveys, in theory women would like to have part-time jobs. In practice, it is quite clear that there is not great willingness from both parts (employers and employees) to focus on part-time employment. Employees do not want part-time jobs because of the low wages; employers are not in favour because of the possible extra labour costs in case to employing two part-time workers instead of one full timer ²⁴.

Access to training

In 2000, more than 42% of men and almost 60% of women of the employed population had at least upper secondary level qualifications. In the recent years, the proportion of those with not more than lower secondary level qualification has slightly decreased. Those with tertiary educational qualifications are the least affected by unemployment ²⁵. The proportion of female and male students in the vocational schools did chan-

ged only slightly during the last 20 years. The female participation in the vocational training increased from the 31,6 % (1980) to 36,2 % (2000), meanwhile the male participation decreased from 68, 4% (1980) to 63,8 % (2000). In the case of higher education the number of female and male students changed: in 1980, the proportion of female students was almost equal to the proportion of male students, in 2000 already the number of female students was 3,6 % more (53,6 % as a total) than the proportion of male students (46,4 %) ²⁶.

Access to management and decision making posts in the working place

In the political life, the role of the Hungarian women has been limited. This limited involvement has slightly changed during the last decade. In the Parliamentary elections of April 2002, the number of women represented in the House has slightly increased (from 31 to 34 seats, representing almost 9 % of all

²⁴ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

²⁵ - http://www.gfmer.ch/International_activities_En/Reproductive_health_in_Hungary.htm

²⁶ - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

delegates). Despite that, after that election, three women were nominated as ministers; but at the second half of 2003 only two women ministers have remained (two were changed for a man and one new ministry has been created, the Ministry of Equal Opportunities). As we can imagine, this still does not represent the proportion of the women in the Hungarian society and population. The female participation in the political life - like parties, activists - is low too ²⁷.

Pay-gap

Theoretically and legally in Hungary, women are entitled to the same pay for the same job. Despite that, the reality and practice are different. Laws referring to equal pay for equal work ²⁸:

> The Hungarian Constitution covers the principle of "equal pay for equal work" and other anti-discriminatory principles as well: "Everyone has the right to equal compensation for equal work, without any discrimination whatsoever."

> The Labour Code (§ 142/A) contains regulations to adapt to the European Directives, and one of them refers to the principle of equal pay for men and women. The Labour Code regulates the remuneration for work. On the base of anti-discriminatory principle the Labour Code refers - expressis verbis - to the principle of equal pay.

" (1) In respect to the remuneration of employees for the same work or for work to which equal value is attributed, no discrimination shall be allowed on any grounds (principle of equal pay)....

(4) The wages of employees - whether based on the nature or category of the work or on performance - shall be determined without any discrimination among the employees." Like in other EU countries women tend to be segregated in lower paid and low prestige sectors of the industry, in lower paid positions, and in positions with lower levels of power. Average wages in, for example, education or health services, where about three fourth of all workers are women, are about 20% lower than the overall mean ²⁹.

The National Research and Methodological Centre for Labour Relations (OMKMK) made an analysis about the wage differences between men and women in the period of 1986 -1996. The report concludes that between 1986 and 1996 the rate of the decrease in the real wage of women was lower than that of men, so their lag behind men in terms of wages also decreased. While in 1986 the monthly wage of women did not reach 75% of men's monthly wage, by the year 1992 this proportion exceeded 85%, and it remained stable at this level ³⁰.

Among young workers the wage difference is relatively small and stable, whereas in the category of the older age group, in the category of people with higher education degrees and in management positions the gap is significantly wider and constantly increasing. In the budgetary sector (the public non-competitive sphere) women's average wage situation was even worse, it was only 77.4% of men's average wage.

In the competitive sphere women's wage in relation to the men wages was somewhat better, it reached the 82.69% of men's average wage. The situation concerning the female gross wage-gap has deteriorated in the 1990s; in 1992 the gross wage-gap was 11,4 %, meanwhile in 2000 it was almost near to the 20 %. In case of net wages the situation has not changed much, in 1992 the gap was 16 % and almost the same (15,4 %) in 2000. The pension gap in 2001 was a little bigger than the net wage-gap (17,1 %) ³¹.

As a result of vertical segregation, the gender wage gap is the highest among those with tertiary level education (62.5% among college and 74.5% among university grads, and 80% overall) ³².

Impact of tax and benefit system on women employees

The social security is financed through contributions paid by both employers and employees. The government financed deficits of social security funds with its general revenues. Family benefits are financed by the government budget ³³.

27 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

28 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

29 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

30 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

31 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

32 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

33 - http://europa.eu.int/comm/employment_social/missoc/2004/022004/hu_en.pdf

The health care system

The Hungarian health care system is based on solidarity, which means that "the insured do not pay risk proportionate insurance premium but an income proportionate contribution pursuant to the main rule"³⁴. The main piece of legislation in the health sector is the Health Act of 1997. Its scope covers all health service providers operating and health activities pursued in Hungary, defines the rights and obligations of patients and health care employees, and the state's responsibility for the health status of the population, the system of health services, the professional requirements of the services, and organisational and management system in the health sector.

Ministry of Health, Social and Family Affairs

The activities of the Minister of Health, Social and Family Affairs are focused on the fulfilment of the health policy and family policy tasks of the Government. "In this work the Minister manages, coordinates and organises the health and social care system, the scientific and research activities in the sector, health and pension policy tasks relating to social insurance (in cooperation with the Minister of Finance) and also manages the National Health Insurance Fund and the National Pension Insurance General Directorate, as well as performs all tasks related to them, established by law. In order to fulfil his social policy and family policy tasks, the Minister defines tasks related to social care, child protection, and ensuring equal opportunities for disabled individuals, develops the system of social institutional care and services and identifies development trends for them, and also elaborates a system of family benefits and child raising support"³⁵.

The pension system

The Act LXXXI of 1997 secures the social insurance pensions for elderly people. According to the law, the operation and the development of the mandatory social insurance pension system is the responsibility of the State³⁶. The new pension's system is called a system of mixed funding "in addition to the pay-as-you-go social insurance pillar and a fully-funded second pillar appeared"³⁷. In 1998 the pension system was changed into what is called a system of mixed funding; in addition to

the pay-as-you-go social insurance pillar and a fully-funded second pillar appeared".

First pillar: The first pillar of the pension system (the social insurance pension system) is a pay-as-you-go defined benefit scheme. The money which will be used as pension, is covered by the pension insurance and pension contribution collected from employers and employees. Those who have reached the age of 62 years and accumulated at least 20 years of service are entitled to old age pension. The retirement age in 2004 is 62 years for males and 59 years for females. The latter will increase to 60 by 2005 to 61 by 2007 and to 62 by 2009³⁸. The amount of old age pension is determined, depending on years in service and the monthly average income³⁹.

The second pillar: For people who enter the labour market for the first time, it is compulsory to join one of the private pension funds, which constitute the second pillar of the pension system from 1 January 2003 for those who have not reached 30 years on that date). For the non-beginners, it is optional. The number of persons receiving pensions increased by 394,000 between 1990 and 2003; it was 2,770,000 in 2003, though this figure was higher at times within the period (the peak was 1999, with 2,836,000 persons). The increase is characteristic of all categories except for pensions for relatives (excluding orphan's allowance)⁴⁰.

Reconciliation of work and family life

Maternity benefits

All pregnant employed or self-employed women who have worked for at least 180 days in two years prior to childbirth are entitled to maternity benefit,⁴¹

> Maternity leave: Each woman who is pregnant or has given birth shall be entitled to 24 weeks of maternity leave (Labour Code, Article 138). Four weeks should preferably be taken before the birth.

34 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

35 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

36 - <http://www.ose.be/files/Hungary%20-%20Report.doc>

37 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

38 - http://europa.eu.int/comm/employment_social/missoc/2004/022004/hu_en.pdf

39 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

40 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

41 - http://europa.eu.int/comm/employment_social/missoc/2004/022004/hu_en.pdf

42 - <http://www.ose.be/files/Hungary%20-%20Report.doc>

Upon the employee's request, the employer shall permit unpaid leave ⁴²:

a) for the purpose of looking after a child after the expiry of maternity leave up to the time at which the child reaches the age of three, or the age of ten in case of a chronically ill or seriously disabled child as well as

b) in the case of the child's illness for the purpose of nursing the child at home for the duration of illness up to the time at which children reaches the age of ten.

c) During the first six months of nursing, the woman is entitled to two hour off work each day, and after this one-hour daily up to the end of ninth month.

For all the maternity and child allowances one should apply to the Health Insurance Fund but not all are financed by it.

Maternity allowance ⁴³

> Pregnancy allowance (from the 13 week of pregnancy until the last day of the month before the birth)

> Maternity subsidy (one lump sum after the birth if during the

pregnancy the mother visited at least four times the free pregnant care as part of the prenatal policy).

> Child care fee (after the birth leave until the half year age of the baby in 1998). It is a sick-pay type benefit adjusted to the earnings of the individuals used to be granted to mothers (parent) up to the age of 2 years of the child and born before 15 April 1996 and up to 6 months of the baby after 15 April 1996.

> Child care allowance: Is a fixed amount of provision due till the age of 3 of the child, from 1967 till 14 April 1996 it was due by right of social security. Since 15 April 1996 it can be claimed depending on the income level of the family. From January 1999 is due again by right to social security. Child-care allowance is due after children with long-lasting illness, or with mental or physical handicap - irrespective of the income level - up to the age of 10 years. The amount of provision always equals to the amount of the minimum old-age pension, that is in 1998 13700 HUF (53 ECU)/month.

> Pregnancy-confinement benefit
(The mother has the right to 24 weeks birth-leave. During this time she is entitled to receive subsidy from the Health Insurance Fund.)

MAIN CHARACTERISTICS OF THE EXISTING CHILDCARE SYSTEM

Type	Duration	Remuneration	Eligibility Criterion
Maternity leave	24 weeks	75% of the former salary	Mother was employed (covered by social security) before childbirth
Child - care fee	Till the child turns 2	75% of the former salary (but maximum twice as much as the minimum wage)	Mother was employed (covered by social security) before childbirth
Child - care allowance	Till the child turns 3	75% of the minimum old age pension	Any parents or grandparents under given circumstances
Child - care benefit	Till the youngest child turns 8	75% of the minimum old age pension	Parents with at least 3 children between 3-18

Source: "The Labour market situation of women being on child-care leave in Hungary. Special difficulties in access to labour market", joint ECE/ILO/Eurostat Seminar on Quality of Work, 11-13 May 2005, Geneva, in <http://unece.org/stats/documents/2005/05/labour/wp.11e.ppt>

43 - <http://www.ose.be/files/Hungary%20-%20Report.doc>

PROPORTION OF WORKING MOTHERS, COMPARED TO ALL WOMEN OF THE SAME EDUCATIONAL LEVEL, BY NUMBER OF CHILDREN					
Highest level of education	One	Two	Three	Four or more	Total
	CHILDREN				
Primary school	47.3	42.7	17	12.1	38.6
Vocational school, apprentice school	57.5	60.1	25.3	21.5	54.8
Secondary school	64.9	67.5	21	19.2	62.3
Vocational secondary school	69.9	70.6	33.4	22.7	67
University, college	77.0	78.2	63.4	19.9	75.6
Total	61.6	62.3	27.2	16	57

Source: "The Labour market situation of women being on child-care leave in Hungary. Special difficulties in access to labour market", joint ECE/ILO/Eurostat Seminar on Quality of Work, 11-13 May 2005, Geneva, in <http://unece.org/stats/documents/2005/05/labour/wp.11e.ppt>

DISTRIBUTION OF CHILD-CARE BENEFICIARIES AFTER THE ENTITLEMENT PERIOD, BY THE POSSIBILITY OF THE RETURN TO WORK, 1993, 1995, 1999, 2002				
The possibility of the return	1993	1995	1999	2002
The employer terminated	8.6	9.2	10.0	12.3
The employer doesn't wish to employ the respondent	34.3	29.8	32.4	32.5
The employer would employ the respondent but she/he didn't want to work there	6.7	8.7	11.2	9.9
The employer would employ the respondent, and she/he wants to return	50.4	52.3	46.4	45.3
Total	100	100	100	100

Source: "The Labour market situation of women being on child-care leave in Hungary. Special difficulties in access to labour market", joint ECE/ILO/Eurostat Seminar on Quality of Work, 11-13 May 2005, Geneva, in <http://unece.org/stats/documents/2005/05/labour/wp.11e.ppt>

Parental leaves and benefits

Since 2002, there are three different types of parental leaves and benefit systems available for Hungarian parents ⁴⁴:

> Child care allowance: available as a universal right to all Hungarian parents who care for children up to 3 years old. Both men and women can claim these benefits, and after the child is 18-months old, the caretaker can work part time outside the home, or unlimited time at home. A flat fee is provided, which equals the minimum amount of old age pension.

> Child care fee: This track is available for parents who can claim at least 180 insured days in the two years prior to the birth of their child. Either parent can take the leave, up to the baby's second birthday and receive 70% of his/her income (with a relatively low maximum). Paid work is not allowed.

> Child raising aid: This option may be used, as a universal right, by parents who have at least three children (and the youngest is under 8 years of age). The benefit is a flat fee, equal to the minimum old age pension. Work is allowed on a part-time basis.

Family allowance

There is family allowance. Before the austerity package of the government in 1996 the family allowance was a right for every citizen with children. Since the validity of the austerity package until 1999 only families under a certain income limit are entitled to the family allowance ⁴⁵. That is the family where the income per person per month is more than 100 ECU were not entitled to family allowance. The new government (elected in Spring 1998) has decided since January 1 1999 again the family allowance on a citizenship right until the child's six year age. After it the family allowance would change its name to "school-visiting allowance". The smallest amount of family allowance in 1998 was equal to the 9 percent of the minimum wage and the biggest one was equal to the 34 % of the minimum wage in Hungary in 1998. The family allowance may be paid to one of the parents, to the mother or to the father (upon agreement). The new government at the end of 1998 approved the draft bill on family allowances with the aim to replace the law on family allowance. Perhaps the most important element of the act is that the benefits pursuant to the Family Support Act are offered as of universal right; the amount of the benefits is defined by law, and they do not

depend on considerations by the authorities (local government) or the income of the eligible individual; if the criteria specified by law exist, the amount defined in the regulations has to be paid out ."⁴⁶

Child protection system

The objective of primary child welfare services is to provide services for children and their families in their homes, which prevent the development of risks, assist the elimination of existing risks, and support the physical, mental, emotional and moral development and welfare of children, and their education within families. These services are available on a voluntary basis.

44 - <http://www.peerreview-employment.org/pdf/sweden04/hunSWE04.pdf>

45 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

46 - http://www.eum.hu/eum/eum_angol.news.page?pid=DA_26323

FAMILY ALLOWANCE, CHILD-CARE ALLOWANCE AND FEE							
Year	Average monthly no of children recipients of child-care assistance benefit		Average amount per family HUF/ month	Child-care allowance		Child-care fee	
	In thousands	As a % of ages 0-18 years		Average monthly number of recipients, thousands	Per capita, average, HUF/month	Average monthly of recipients, thousands	Per capita, average, HUF/month
2001	2,115.4	96.2	8,617	182,888	17,820	62,902	39,274
2002	2,045.6	94.5	10,034	171,768	19,780	70,167	44,901
2003	2,109.6	98.9	10,415	166,983	22,145	77,942	48,742
2004	2,103.6	100.2	11,050	163,440	24,428	83,678	54,322

Source: Hungarian Central Statistical office, in http://portal.ksh.hu/pls/ksh/docs/eng/stadat/load1_01_03_02.html

Perspective of employers organisations

Employers' organizations give higher priority to equality issues and argue that greater equality at work is in their business interests for a number of reasons:

- > They benefit from the widest possible pool of talent from which to select their employees,
- > Non discriminatory employment may attract better candidates,
- > The selection process of employees is more credible if transparent and based on merit,
- > If its staffing is diverse, the business is likely to benefit from a diversity of experiences and skills,
- > Being known as an equal opportunities employer can promote a good public image,
- > The process of developing and adopting a company equal opportunities policy offers a useful opportunity to review existing policies and practices, strengthen employee communication and consultation procedures and build up confidence and company loyalty, especially among highly qualified employees.



Issues for women entrepreneurs

When we look at the situation of Hungarian women at the managerial posts, the situation is not very optimistic: in 2002 hardly more than 10% of those at the top of the employment hierarchy are women. The proportion of top women managers even declined between the mid 1990s and the beginning of the new century ⁴⁸.

The situation of women's entrepreneurs is not much better, in 2002, they represent about a 30% of all entrepreneurs. This is despite the fact that women's educational attainment and skills are at least comparable to those of men ⁴⁹.

Relating to a study conducted by SEED (Hungary's Small Enterprise Economic Development Foundation) on Hungarian women's entrepreneurial activities and participation in the labour market in 1997 ⁵⁰, it is important to note that the proportion of employed working-age women plummeted since the advent of market-oriented reforms. A major factor has been the sharp cutback in the government sector which previously employed half of the Hungarian female working population. Moreover, there were austerity measures threaten to eliminate thousands of additional jobs in schools and hospitals in which women account for an overwhelming majority of the workforce.

This survey has showed as well that promoting women entrepreneurship could be decisive in reducing the ranks of the unemployed. SEED found that women entrepreneurs represented at the end of the twentieth century more than 40% of the businesses founded in Hungary since 1990. Those "new" women's entrepreneurs felt generally isolated and unsupported; many complained that "undercapitalization is a critical

problem for their businesses even in the traditionally low- cost startup areas - services and retail commerce- dominated by women" ⁵¹.

Thanks to researches like that of SEED, policymakers began to understand the importance of creating new instruments to generate more gender equality. For example, it was instrumental in the creation of the Women's Policy Department (now called the Equal Opportunity Office) at the Ministry of Industry and Trade to address some of the major issues women entrepreneurs face.

SEED is doing its part to better prepare women entrepreneurs. It offers then a wide range of both informal and formal training programs, including a "shoulder to shoulder" program in which more experienced entrepreneurs mentor newer ones in small group settings and walk-in counseling for new women business owners. Many of these programs are held in the countryside where women entrepreneurs feel especially isolated, and SEED staff members work with local organizations to provide them training programs and networking opportunities.

Understanding that entrepreneurial values and skills are best taught at an early age, in 1993 SEED launched a program to include entrepreneurship in the curricula of secondary schools in Hungary. With assistance from CIPE, it adopted materials from the Durham University Business School to train secondary-school teachers in this subject area and to publish relevant workbooks and manuals for them. The first such program in Hungary, it now has been adopted in more than 180 schools ⁵².

47 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

48 - http://www.seeline-project.net/ECONOMIC/hungary_research.htm

49 - http://www.peerreview-employment.org/pdf/denmark%2004/HU_Fodor%20-%20DK04.pdf

50 - <http://www.cipe.org/publications/fs/ert/e24/casese24.htm>

51 - <http://www.cipe.org/publications/fs/ert/e24/casese24.htm>

52 - <http://www.cipe.org/publications/fs/ert/e24/casese24.htm>

Stereotype of women entrepreneurs

Gender roles and stereotypes are decisive factors in the existing 'division of labour' between men and women, both in the family and in the labour markets, perpetuating gender gaps. The personal experience of Terezia Borosne Bartha from Confederation of Hungarian Employers

and Industrialists when working with male and women entrepreneurs is that successful women entrepreneurs in a globalized competition primarily consider themselves as entrepreneurs and secondly take into consideration their gender.

Case study

Case study 1: Family friendly work place

To promote the measures assisting workers in reconciling work and family there is an award for Family Friendly Workplace in Hungary, allowing companies to compete in relation to being socially responsible in today's globalized competition.

A recent winner of the award was the West Hungary Consulting Economic Advisory Ltd., is company working with 50 employees mainly women.

It provides the following services:

- > Payroll calculation
- > Bookkeeping
- > Human resource advise (labour force exchange, lending training)
- > EU and national tenders and financial advise

The company introduced following modes of work to assist its employee's in reconciliation of work and family :

- > Flexible working hour,
- > Flexible working time,
- > Part time working
- > Teleworking

System of benefits provided by the company:

- > Training, education
- > Free time, recreation, sport activities
- > Holiday tickets
- > Leisure programs organized by employer
- > Company newsletter
- > Continuous relationship with colleagues during child care leave
- > Modern working conditions

The company is shows a good example of facilitating the reconciliation of family and work place.

Statistical Annex

KEY EMPLOYMENT INDICATORS IN HUNGARY					
All	1998	1999	2000	2001	2002
Total population (000)	10,016	9,969	9,924	9,898	9,861
Population aged 15-64	6,801	6,779	6,764	6,777	6,771
Total employment (000)	3,675	3,791	3,829	3,855	3,855
Population in employment aged 15-64	3,653	3,765	3,806	3,831	3,831
Employment rate (% population aged 15-64)	53.7	55.5	56.3	56.6	56.6
Employment rate (% population aged 15-24)	33.9	34.9	33.5	30.1	30.1
Employment rate (% population aged 25-54)	70.3	72.2	73	72.9	72.9
Employment rate (% population aged 55-64)	17.3	19.5	22.2	26.6	26.6
FTE employment rate (% population aged 15-64)	53.1	55.4	56	56.5	56.5
Self-employment (% total population)	16	15.6	15	13.7	13.7
Part-time employment (% total employment)	3.8	3.8	3.6	3.6	3.6
Fixed term contracts (% total employment)	6.7	6.5	7.2	7.3	7.3
Employment in Services (% total employment)	58	58.7	59.5	59.7	59.7
Employment in Industry (% total employment)	3.4	34.2	33.9	34.1	34.1
Employment in Agriculture (% total employment)	7.6	7.1	6.6	6.2	6.2
Activity rate (% population aged 15-64)	58.7	59.7	60.1	59.9	60.1
Activity rate (% population aged 15-24)	40	40	38.3	35.8	34.4
Activity rate (% population aged 25-54)	75.9	77	77.3	77.1	76.9
Activity rate (% population aged 55-64)	18.3	20.1	22.9	24.8	27.5
Total unemployment (000)	337	279	256	227	229
Unemployment rate (% labour force 15+)	8.4	6.9	6.3	5.6	5.6
Youth unemployment (% labour force 15-24)	15	12.7	12.1	10.9	11.9
Long term unemployment rate (% labour force)	4.2	3.3	3	2.5	2.4
Youth unemployment rate (% population aged 15-24)	6	5	4.5	3.8	4.1

Source: Eurostat

Annex

KEY EMPLOYMENT INDICATORS IN HUNGARY					
Women	1998	1999	2000	2001	2002
Total population (000)	5,243	5,220	5,199	5,185	5,169
Population aged 15-64	3,477	3,464	3,452	3,456	3,456
Total employment (000)	1,651	1,709	1,726	1,729	1,737
Population in employment aged 15-64	1,642	1,697	1,717	1,722	1,727
Employment rate (% population aged 15-64)	47.2	49	49.7	49.8	50
Employment rate (% population aged 15-24)	30.2	31.2	29.7	27.8	27.3
Employment rate (% population aged 25-54)	63.9	66	66.9	66.9	66.1
Employment rate (% population aged 55-64)	9.6	11.3	13.3	15.3	18.5
FTE employment rate (% population aged 15-64)	46	47.9	48.7	49.9	49.1
Self-employment (% total population)	11.6	11.2	10.5	10.2	9.9
Part-time employment (% total employment)	5.4	5.5	5.2	5.2	5.1
Fixed term contracts (% total employment)	5.9	6	6.5	6.8	6.6
Employment in Services (% total employment)	70.3	71.2	71.5	71.2	71.9
Employment in Industry (% total employment)	25.6	25.1	25.1	25.4	24.5
Employment in Agriculture (% total employment)	4	3.8	3.5	3.4	3.6
Activity rate (% population aged 15-64)	51.2	52.3	52.7	52.4	52.9
Activity rate (% population aged 15-24)	34.7	35.1	33.3	30.8	30.9
Activity rate (% population aged 25-54)	68.6	69.9	70.4	70	69.5
Activity rate (% population aged 55-64)	10.2	11.5	13.5	15.5	18.9
Total unemployment (000)	138	114	103	90	94
Unemployment rate (% labour force 15+)	7.8	6.3	5.6	4.9	5.1
Youth unemployment (% labour force 15-24)	13	11.3	10.6	10	11
Long term unemployment rate (% labour force)	3.9	3	2.5	2.1	2.1
Youth unemployment rate (% population aged 15-24)	4.5	3.9	3.5	3	3.3

Source: Eurostat

