

Facts and Figures on Gender Equality Hungary

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LEGAL FRAMEWORK:

ILO conventions ratified and Report of the Committee of Experts (2003):

No. 100 – ratified in 1956

No. 111 – ratified in 1961. The Committee notes with interest the equality provisions in the new Labour Code and invites the government to provide information on the enforcement of these. Moreover, the Committee asks the Government for further information regarding the alleged dismissal of a disproportional amount of female personnel in higher education.

No. 156 – not ratified

No. 183 – ratified in 2003

No. 103 – denounced in 2003¹

National legislation:

Hungary does not have a specific law on gender equality, but a more general Anti-discrimination act has been discussed.

The new *Labour Code*, which entered into force in July 2001, expressly spells out the principle of equal pay for work of equal value and defines and prohibits direct and indirect discrimination on a number of grounds including sex and family status. Furthermore, the burden of proof is shifted towards the employer in cases related to discrimination in the new Code. Directives on equal treatment in agriculture and self-employment have also been transposed into national law through the new Labour Code.

An *Act to harmonize the Labour Code with the "acquis communautaire"* was adopted in 2003. Regulations related to part-time work (prohibition of discrimination and wages) were among the main amendments².

¹ ILO Ilollex

² ILO Natlex

GENDER EQUALITY MACHINERY:

A *General Directorate for Equal Opportunities* was formed in June 2002 with a general equality mandate that focused not only on gender equality but also on equal opportunities for people with disabilities and members of the Roma minority. The Directorate works within the *Ministry of Employment and Labour*. In 2003 its head was appointed for *Minister without a Portfolio in charge of Equal Opportunities* and took over most of the responsibility from the Directorate³. On June 15th, 2004 Kinga Göncz was appointed for *Minister of Equal Opportunities*⁴.

The *Council for Gender Equal Opportunities* collaborates with gender equality NGO's and aims at raising the awareness for gender equality issues. Moreover, Hungary has an Ombudsinstitution, the *Parliamentary Commissioner for Civil Rights*. Although the institution is not working specifically on sex-based discrimination, equal pay cases have been investigated.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004.

⁴ Hungarian Government website

SOME BAISC INDICATORS:

Activity rate and unemployment rate:

In 2003, the activity rate (15+) for women was 46.9% and 61.4% for men, unemployment rate was 5.6% for women and 6.1% for men⁵.

Female/Male part-time employment:

5.1% of female employment and 2.1% of male employment was part-time in 2003. Moreover women constituted 69% of total part employment⁶.

University graduates: In 2002 60% of all university graduates were women⁷.

Sex distribution by employment sector:

In 2003, women comprised 22.8% of total employment in the agricultural sector, 32.3% in the industrial sector and 55.9% in the service sector⁸.

Composition of main national tripartite body:

The National Reconciliation Council consisted of 18 members and 30% of them were women in 2002⁹.

Retirement: The current retirement age,

57 for women and 62 for men, is gradually raised to 62 for both men and women (by year 2009)¹⁰. (No changes¹¹)

Maternity and parental leave: The maternity benefit is 70% of average earnings, payable for 4 weeks before and 20 weeks after the expected date of childbirth. In the absence of earnings, the current minimum wage is used. Following the maternity leave, employees are entitled to paid leave until the child is three years old; the allowance is 70% of former earnings until the child is two and a fixed sum during the last year. Further paid child raising leave is offered to families with three or more children¹².

⁵ ILO/Laborsta

⁶ OECD

⁷ UNESCO

⁸ OECD

⁹ ILO Working Paper 2003

¹⁰ ISSA and ILO 2003 - *The Gender Dimensions of Social Security Reform in Hungary, The Czech Republic and Poland*

¹¹ UNECE Paper, Geneva 2004

¹² ISSA

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http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=HUN

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<http://www.unece.org/stats/gender/web/database.htm>

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Websites of Hungarian NGOs and Trade Unions

KARAT website www.karat.org