



Raising the awareness of companies about combating gender stereotypes (VC/2007/0350)

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

HUNGARY

NATIONAL INSTITUTION IN CHARGE OF IMPLEMENTATION OF THE INITIATIVE AT NATIONAL LEVEL:

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No. of SMEs associated: 40,000 member in the chamber system

Organisational network: 23 regional chambers operate in the network

National Focal Points:	Expert on Gender Issues and SMEs in the country:
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DATE AND VENUE OF THE WORKSHOP “Break Gender Stereotypes, Give Talent a Chance”:

9 October 2008: Chamber of Commerce and Industry of Pécs - Baranya
Majorossy I. u. 36 **Pécs** 7625

21 October 2008: Heves County Chamber of Commerce and Industry
3300 **Eger**, Faiskola u. 15

29 October 2008: Hungarian Chamber of Commerce and Industry
1055 **Budapest**, Kossuth tér 6-8. 702. terem

NATIONAL AND LOCAL STAKEHOLDERS INVITED/INVOLVED IN THE INITIATIVE:

- 23 Regional Chambers of Commerce and Industry
- Enterprises networks
- Industrial Associations
- Entrepreneurs and Employers national institutions
- Entrepreneurs organizations
- SMEs associations
- Women associations
- Women entrepreneurs associations
- National Employment Foundation
- Ministries
- Governmental Representatives from equal opportunities institutions

SMEs IN THE COUNTRY:

After having gone through a 10 years transition period to a market economy, the Hungarian economy has experienced considerable changes. One consequence of such an evolution is the growth in the number of SMEs. Today, 99.8% of all firms in the country are small and medium enterprises, and they generate more than half of business sector GDP¹. They represent 556 000 SMEs across the country, and employ 70.9% of all workers, which means that they play a vital role in the national economy and employment².

¹ “OECD Small and Medium Enterprises Outlook”, *Enterprise, Industry and Services, OECD outlooks*, OECD, 2000 Edition

² Eurostat, “Enterprises by size class - overview of SMEs in the EU”, *Industry, Trade and Services – Statistics in Focus*, 31/2008



However, they generally suffer from a backlog in productivity due to low level of technical equipment and limited access to financial resources. They also point at the lack of modern organizational and management methods amongst SMEs. Most of Hungarian enterprises are micro-sized enterprises (95.1%) and are active in commerce, followed by real estate, computer-related and other economic services, the processing and construction industry, transportation and catering and finally agriculture³.

GENDER SEGREGATION IN THE LABOUR MARKET (*):

- Gender segregation in economic sectors 19.8%

- Gender segregation in occupation 28.4%

These indexes measure gender segregation in the Hungarian labour market, in 2005; the higher the value of both indexes, the higher the segregation biased against women.

In Hungary, women are concentrated in certain sectors of activities, particularly in retail trade, education, health & social work and public administration. Men primarily work in construction, land transport, public administration and retail trade. Although men are not as concentrated as women in the different sectors of activities, their concentration in construction stands out as being particularly high compared to other EU countries. Evidence from the EU Labour Force Survey indicates that not only women remain more concentrated in fewer sectors of activity than men, but that this concentration seems to be increasing rather than diminishing.

The concentration of men and women in many occupations is higher than the EU average. As in the rest of the EU, women tend to concentrate into fewer occupations than men. Men concentrate in a broader range of occupations.

GENDER ISSUES AND STEREOTYPES (*):

Gender stereotyping is the generalisation of what it means to be male or female, what roles, occupations and work is appropriate to women and men, often justified by tradition, and inaccurate generalisations arising from the limitations in choice for men and women.

The most common spheres around which gender stereotypes are generated include psychological characteristics, social roles gender-based social relations and division of labour. Stereotypes influencing occupational segregation identified through a comparative analysis include vertical segregation (for example, the idea that women are not suited for power/ leadership) and horizontal segregation (for example, the idea that there are jobs suitable for men and jobs suitable for women).

This framework of gender stereotypes seems to apply in Hungary as well. Perceptions with regard to "male and female professions", "traditional male and female social roles", "unspecialized and untrained female employees" etc. may still be identified in the Hungarian labour market.

³ Aniko Soltesz, *Session III – Support to the private sector and industrial partnership development - Support for Internationalisation of Hungarian SMEs*, United nations Industrial Development Organisation, Vienna, 2000



()From the review of the national situation for the purpose of the workshop in Hungary produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.*



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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

PROGRESS mission is to strengthen the EU contribution in support of Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, PROGRESS will be instrumental in:

- (1) providing analysis and policy advice on PROGRESS policy areas;*
- (2) monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;*
- (3) promoting policy transfer, learning and support among Member States on EU objectives and priorities; and*
- (4) relaying the views of the stakeholders and society at large.*

For further information, see:

http://ec.europa.eu/employment_social/progress/index_en.html.

The information contained in this document does not necessarily reflect the position or opinion of the European Commission.

