

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

Review of the national situation for the purpose of
the workshop in HUNGARY

2008



Document 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.

The programme has six general objectives:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through the analysis, evaluation and close monitoring of policies;*
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;*
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;*
- (4) to promote networking, mutual learning, identification and dissemination of good practices and innovative approaches at EU level;*
- (5) to enhance the awareness of the stakeholders and the general public about the EU's policies and objectives pursued under each of the policy sections;*
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.*

For further information, see: http://ec.europa.eu/employment_social/progress/index_fr.html.

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FOREWORD

Does the European economy manage to make full use of its human capital?

This document intends to contribute to this discussion, from the perspective of gender equality.

This document has been prepared in the framework of the contract “Raising the awareness of companies about combating gender stereotypes” commissioned by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities to the International Training Centre of the ILO in partnership with the association of European Chambers of Commerce and Industry (EUROCHAMBRES).

The initiative, which involves Chambers of Commerce and SME organizations in 15 EU Countries¹, aims to help SMEs discover how overcoming gender stereotypes can have a positive impact on productivity and competitiveness. On this purpose, 15 workshops on “Break Gender Stereotypes, Give Talent a Chance” are organized for business relays and SME managers in the selected countries.

The Country Reviews do not have the ambition to give an exhaustive picture of gender issues in the labour markets of the 15 countries. They rather aim to enrich the workshops and the tools presented therein with country-specific information. They collect up-to-date statistical data and qualitative information on the different ways in which women and men enter and progress into employment and occupations in the various countries. In addition, information on existing legislative provisions, public and private initiatives and good practices is provided. Suggestions on the impact of gender stereotypes are also offered, to initiate dialogue and action at enterprise level.

The final aim is to offer concrete suggestions on how SMEs in the selected countries can overcome gender stereotypes and tap the business potential of gender equality.

¹ Bulgaria, the Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Poland, Portugal, Romania, Slovenia, Spain

1. STATISTICS

Table 1: Statistical data

Demography and Employment	Hungary			EU27		
	Men	Women	Total	Men	Women	Total
1. Total population 2007 (figure in 1000)	4,779	5,287	10,066	241,671	253,457	495,128
(Figure in %)	47.5	52.5	100.0	48.8	51.2	100.0
2. Life expectancy 2005 (%)	68.6	76.9	72.9	75.4	81.5	:
3. Fertility rates 2005 (%)	1.32			1.51 ^b		
4. Employment rate 2007 (%)	64.0	50.9	57.3	72.5	58.3	65.4
5. Unemployment Rate 2007 (%)	7.1	7.7	7.4	6.5	7.8	7.1
6. Activity rate 2007 (%)	68.5	54.9	61.6	77.6	63.3	70.5
7. Youth unemployment rate 2007 (%)	17.6	18.6	18.0	15.2	15.8	15.5
8. Long term unemployment rate 2007 (%)	3.3	3.6	3.4	5.6	6.6	6.0
9. Part-time work 2006 (%)	1.8	4.4	3.0	4.4	25.8	14.4
10. Employees 2007q04 ('000s)	1,807	1,620	3,427	97,388	86,042	183,430
11. Self-employment 2007q04 ('000s)	163	91	255	15,491	7,417	22,908
12. Entrepreneurs 2007q04 ('000s)	330 ^c	148 ^c	478	7,574	2,375	9,949
13. Average hourly pay 2002 (in euro)	2.67	2.28	2.51	13.79 ^c	10.40 ^c	12.56 ^c
14. Gender Pay gap in unadjusted form 2006 ^b	11			15		
15. Participation in decision-making 2007						
National Parliaments (%)	89	11	100	76	24	100
President in largest publicly quoted companies (%)	100	0	100	97	3	100
Member of highest decision-making body in largest publicly quoted companies (%)	89	11	100	90	10	100
GEM Value 2007	0.569			:		
GEM Rank 2007	50			:		
16. Graduations of women and men in tertiary education 2004						
ISCED 5 (%)	36.2	63.8	100	40.8 ^c	59.2 ^c	100 ^c
(Ratio Women/Men)	1.8			1.4 ^c		
ISCED 6 (%)	57.1	42.9	100	56.8 ^c	43.2 ^c	100 ^c
(Ratio Women/Men)	0.8			0.8 ^c		
17. Single-headed households, 2005 (%)	7	10	:	14 ^c	14 ^c	:
18. Children in childcare aged 0-2 years, 1-29hrs/30+hrs 2006 (%) ^f	2/6			14/12		
19. Children in childcare aged 3 to mandatory school ages, 1-29hrs/30+hrs 2006 (%) ^f	21/58			44/40		

NOTES: a - 2004, b - 2005, c - EU25, e - Estimation, g – The Pay Gap is the difference between men's and women's average gross hourly earnings as percentage of men's average gross hourly earnings (for paid employees), p - Provisional, : - No data

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2008 compendium*. Except:

1, 10, 11, 12: Eurostat Database

2, 3: Eurostat News Release, "A statistical illustration of the situation of women and men in the EU27", 32/2007, March 2007 and UNDP, Human Development Report 2007/08, Table 1

13: Eurostat, «Salaires bruts en Europe, Principaux résultats de l'enquête sur la structure des salaires 2002», *Statistiques en bref, population et conditions sociales*, 12/2005, Communautés européennes, 2005

15: European Commission, DG EMPL, Database on women and men in decision-making and the Human Development Report 2007/2008 (for the GEM rank and value)

16, 17: European Commission, *The life of women and men in Europe – A statistical portrait*, Luxembourg, Office for Official Publications of the European Communities, 2008

18, 19 (EU27 data): Commission of the European Communities, *Commission staff working document accompanying document to the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children*, Brussels, 2008. {COM (2008) 598}

2. SITUATION AND STEREOTYPES

2.1. WOMEN IN THE LABOUR MARKET

As Table 1 shows, in the Hungarian labour market the employment rate for women is around 51%, while 64% of men are currently employed. The gap between men and women for the activity rate is proportional: 68.5% of Hungarian men and 54.9% of Hungarian women.

The figures for part-time work demonstrate that more women (4.4%) than men (1.8%) engage in this kind of contractual arrangement, which may be linked to the fact that women dedicate more time than men to domestic chores². The unemployment rate and long-term unemployment rate are slightly higher for women.

2.2. OCCUPATIONAL SEGREGATION

Occupational gender segregation refers to differences between genders in employment occupations. Despite the reduction of the gender employment gap in most EU countries in recent years, employment in the EU remains segregated. Women are over-represented in some occupations and economic sectors, such as services and care professions, and under-represented in others, such as scientists and engineers³. As a consequence of segregated labour markets there is an under-representation of women in sectors crucial for economic development.

The following table shows the gender segregation index for Hungary. The Hungarian labour market remains visibly segregated and there are important gender differences in occupations and economic sectors. Hungary's rates of gender segregation stand at 28.4 in occupations and 19.8 in economic sectors in both cases above the EU average. The higher the value of both indexes, the higher the segregation biased against women. As with all indicators, the index should be interpreted within a specific context as well as its individual components and care should be taken in cross country comparisons and EU averages.

Table 2: Country Segregation Index 2005⁴

	Gender segregation in occupations	Gender segregation in economic sectors
Hungary	28.4	19.8
EU27	24.9	17.8

Source: Source: *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis 2008 compendium*, pp. 52-53.

² European Commission, *The life of women and men in Europe – A statistical portrait*, cit.

³ *Id.* – information refers to EU-25.

⁴ The concentration of men and women in different occupations and economic sectors is measured with an occupational segregation index. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment. Gender segregation in economic sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment.

In the following tables the concentration of men and women in sectors of activity and in occupations is shown, as well as the distribution in managerial positions.

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, shown in Table 3, 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.

Table 3: Concentration of men and women in sectors of activities (NACE two digit)⁵

% of women employed	HU	EU25	% of men employed	HU	EU25
Retail trade	14.7	12.5	Construction	13.9	13.0
Education	14.1	11.4	Land transport	7.1	4.2
Health & Social work	11.4	17.2	Public administration	6.7	7.2
Public administration	8.1	7.3	Retail trade	6.7	6.3
Hotels & restaurants	4.9	5.1	Agriculture	6.0	5.2
Cultural & sporting activities	2.4	2.1	Business activities	5.0	6.1
Manufacture food & beverages	3.2	2.2	Vehicle sale & repair	3.9	3.2
Agriculture	2.5	3.8	Manufacture food & beverages	3.9	2.5
Business activities	5.5	7.3	Education	3.4	3.8
Other service activities	2.3	2.6	Hotels & restaurants	3.5	3.4
Wholesale trade	2.3	2.6	Metal products	2.8	3.1
Financial intermediation	2.1	2.2	Health & Social work	2.8	4.0
Private households	0.1	2.3	Machinery	2.4	2.7
Construction	1.1	1.5	Wholesale trade	2.3	4.1
Top 6	58.7	51.8	Top 6	45.4	41.9

Note: Persons aged 15 years and over. No distinction is made between private and public sectors. The top six are according to the EU average which may not coincide with the top six in each country. In the adaptation we have made we have ordered the sectors according to the country importance, but some important sectors might not appear.

Source: Adapted from *Statistics in Focus publication (Population and Social Conditions 53/2007) (NACE 2 digit – see Eurostat Statistics in Focus, Population and Social Conditions 53/2007 and for a comparison with EU aggregated data see “European Business: Facts and figures 2008 (European Business: Facts and figures IBSN 978-92-79-07024-2 available from the Eurostat web page)*

⁵ NACE is an international classification of economic activities. The digits indicate the level of disaggregation: the higher the value the more level of disaggregation.

Table 4 shows how women and men concentrate in different occupations in Hungary. 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.

Table 4: Occupational patterns of women's and men's employment 2005 (ISCO three digit)⁶

% of women employed	HU	EU25	% of men employed	HU	EU25
Finance & sales associate professionals	4.9	2.9	Motor vehicle drivers	7.4	5.2
Shop salespersons & demonstrators	11	8.0	Building finishers & related trades workers	4.8	4.0
Domestic & related helpers, cleaners & launderers	7.2	7.6	Building frame & related trades workers	4.8	4.7
Administrative associate professionals	3.4	4.4	Machinery mechanics & fitters professionals	4.8	3.5
Secretaries & keyboard-operating clerks	6.1	3.7	Shop salespersons & demonstrators	4.2	2.6
Housekeeping & restaurant services workers	3.3	3.9	Managers of small enterprises	3.7	4.4
Personal care & related workers	3.2	6.6	Production & operations department managers	3.7	2.6
Managers of small enterprises	1.4	2.9	Architects, engineers & related professionals	2.4	3.1
Nursing & midwifery associate professionals	2.1	2.6	Physical & engineering science technicians	1.9	3.6
Other office clerks	0.2	5.2	Finance & sales associate professionals	1.8	3.3
Top 6	38.9	35.6	Top 6	31.9	25.5

NOTE: The top six occupations are listed according to the EU average, and may not coincide with the top six in each country. In the adaptation the occupations are ordered according to the country importance, but some important occupations might not appear.

Source: Adapted from "The concentration of women and men in Sectors of Activity", *Statistics in Focus, Population and Social Conditions* 53/2007.

The figures indicated in the *Report on Equality between Women and Men* for Hungary's distribution by sex for managers show an increase in women in decision making positions rising from 35.2% in 2001 to 37.1% in 2006. The number of women occupying managerial positions is higher than the EU-27 average.

Table 5: Distribution of managers by sex in EU Member States – 2001 and 2006 (%)

	Women	Men	Women	Men
	2001		2006	
Hungary	35.2	64.8	37.1	62.9
EU27	30.1	69.9	32.6	67.4

NOTE: EU aggregate for 2001 is the value for EU-25 and not EU-27.

Source: Adapted from the *Report on equality between women and men*, pp.32. (European Commission, 2008. ISCO 12 and 13)

⁶ ISCO is an international classification of occupations. The digits also indicate the level of disaggregation: the higher the value the more level of disaggregation.

2.3. THE ROLE OF SMES

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 GDP⁷. 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 employment⁸. 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 agriculture⁹.

2.4 GENDER 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 where 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.

⁷ “OECD Small and Medium Enterprises Outlook”, *Enterprise, Industry and Services, OECD outlooks*, OECD, 2000 Edition

⁸ Eurostat, “Enterprises by size class - overview of SMEs in the EU”, *Industry, Trade and Services – Statistics in Focus*, 31/2008

⁹ 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

3. SUCCESS STORIES

- The Hungarian EQUAL Community Initiative Programme supports experimental initiatives which foster the training, job access and employment of disadvantaged people - those who are excluded from the labour market or experience difficulties in accessing employment due to discrimination related to gender, ethnic origin, disability or age, low schooling, lack of qualifications, lack of job experience etc. Information available at:
<http://www.szmm.gov.hu/main.php?folderID=13443&articleID=20943&ctag=articlelist&iid=1>
- The European Urban Knowledge Network published a study on *Policies shaping employment, skills and gender equality in the Hungarian labour market* available at:
http://www.eukn.org/binaries/hungary/bulk/policy/2006/11/107-policies_shaping_employment_p38.pdf

4. SUPPORT

- The National Strategy Report on Social Protection and Social Inclusion includes a section on the *Elimination of obstacles hindering employment*. Available, along with a series of studies and good practices at the Ministry of Labour's website:
<http://www.szmm.gov.hu/main.php?folderID=16286>
- Intermediate bodies in the Hungarian EQUAL Community Initiative Programme: National Employment Foundation
www.ofa.hu

ACRONYMS

EC	European Commission
EU	European Union
EU25	The 25 Member Countries of the European Union (from May 2004 to December 2006)
EU27	The 27 Member Countries of the European Union (as from January 2007)
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GNP	Gross National Product
HU	Hungary
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
NGO	Non-governmental Organization
SMEs	Small and Medium Enterprises
UNDP	United Nations Development Program