

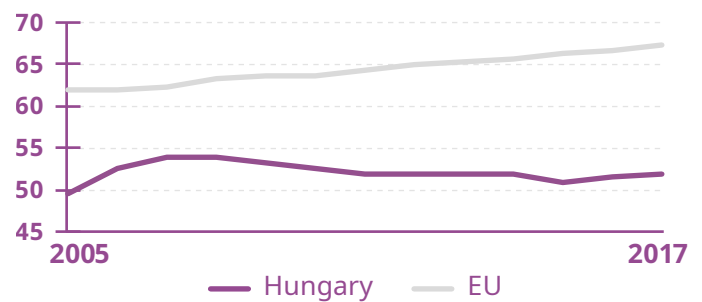
Gender Equality Index 2019: Hungary

With 51.9 out of 100 points, Hungary ranks 27th in the EU on the Gender Equality Index. Its score is 15.5 points lower than the EU's score. Between 2005 and 2017, Hungary's score increased by only 2.4 points (+ 1.1 points since 2015). Hungary is progressing towards gender equality at a slower pace than other Member States. Its rank has dropped two positions since 2005.

Hungary's scores are lower than the EU's scores in all domains. Gender inequalities are most pronounced in the domain of power (20.6 points) and time (54.3 points). The domain of health ranks highest (86.6 points), compared to other domains. Hungary's score in the domain of money (71.6 points) has improved the most since 2005 (+ 5.1 points). Progress has stalled in the domain of knowledge. In the domain of time, Hungary's score has sharply decreased (- 6.8 points).

Between 2005 and 2017, Hungary's Index score improved but remained significantly lower than the EU's score in the same period. Hungary's slower rate of improvement has led to an increasing gap with the EU over time.

Progress in Hungary is slower than the EU average

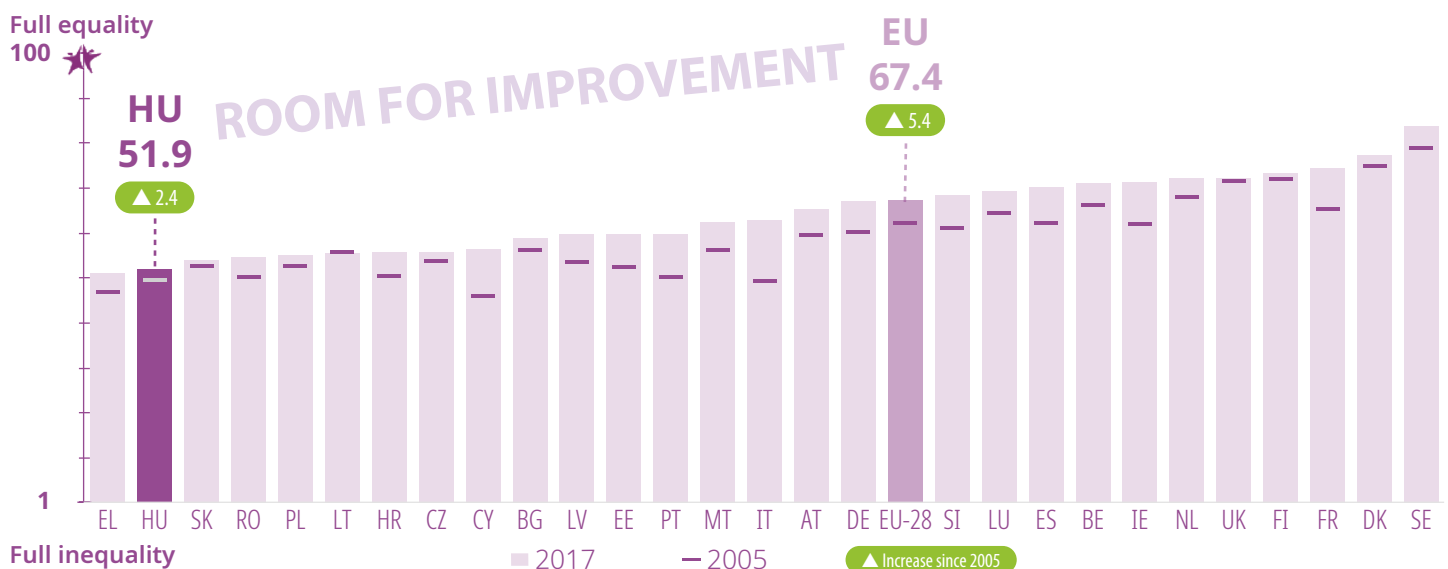


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



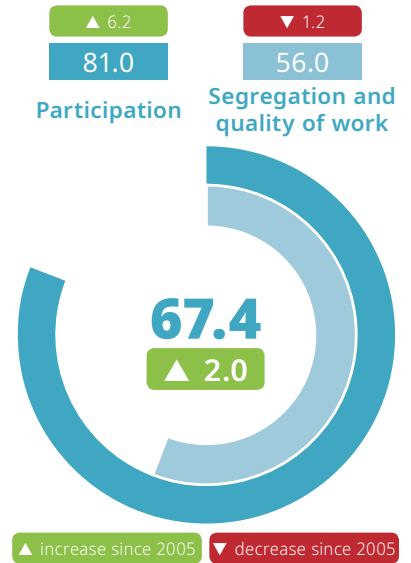


Work

Hungary's score in the domain of work is 67.4, showing progress of 2 points since 2005 (+ 0.2 points since 2015), with increased participation of women and men in employment.

The employment rate (of people aged 20-64) is 67 % for women and 82 % for men. With the overall employment rate of 74 %, Hungary is not far from reaching its national EU 2020 employment target of 75 %. Between 2005 and 2017, the full-time equivalent (FTE) employment rate rose from 39 % to 45 % for women and from 54 % to 62 % for men, widening the gender gap. Between women and men in couples with children, the gap is much bigger than in couples without children (28 percentage points (p.p.) and 3 p.p.). Around 7 % of women work part-time, compared to 3 % of men. On average, women and men work very similar hours per week: 39 and 40 hours. This is the third lowest gap in the EU.

The uneven concentration of women and men in different sectors of the labour market remains an issue. Around 25 % of women work in education, health and social work, compared to 5 % of men. Fewer women (8 %) than men (38 %) work in science, technology, engineering and mathematics (STEM) occupations, amounting to a gender gap of 29 p.p., which is above the EU average of 26 p.p.

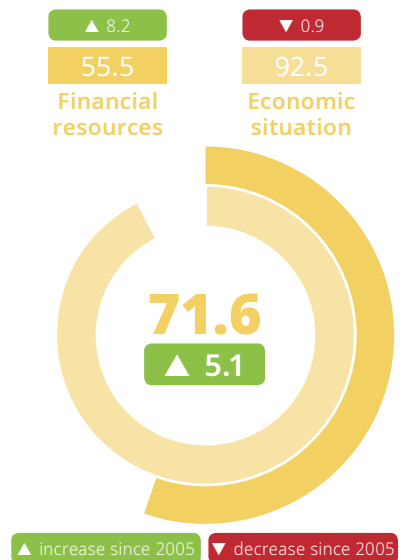


Money

Hungary's score in the money domain is 71.6, showing progress of 5.1 points since 2005 (+ 0.9 points since 2015), with improvements in the financial situations of women and men.

Despite an increase in mean monthly earnings by a third for both women and men from 2006 to 2014, the gender gap persists. Women earn 16 % less than men per month. This gender gap is much wider among people born abroad than among those born in Hungary. Foreign-born women earn 33 % less than foreign-born men. Native-born women earn 15 % less than native-born men. The gender gap is also bigger between women and men in couples with children.

Around 13 % of women and men are at risk of poverty, with slight increases for both since 2005. People facing the highest risk of poverty are lone parents (31 %). The risk of poverty is higher among people with low levels of education than among those with higher education. Inequalities in income distribution increased among women and among men between 2005 and 2017. On average, women earn 86 cents for every euro a man makes per hour, resulting in a gender pay gap of 14 %. The gender pension gap is also 14 %.

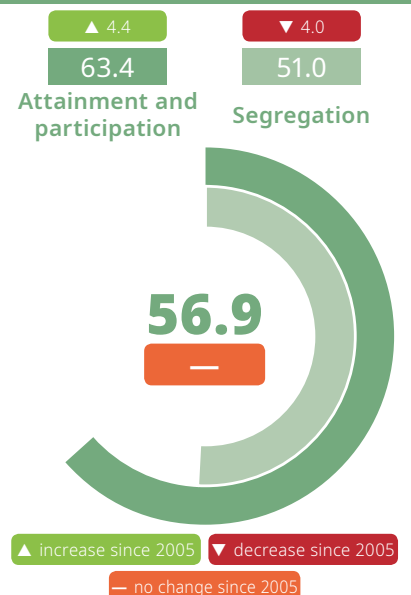


Knowledge

Hungary's score in the domain of knowledge is 56.9, remaining stable since 2005 (no change since 2015). Since 2005, Hungary has lost four positions to rank 16th in the domain of knowledge in the EU.

Between 2005 and 2017, the share of women with tertiary education increased at a faster pace (from 14 % to 21 %) compared to men (from 14 % to 18 %). The gender gap in attainment is wider between women and men aged 25-49 (8 p.p. to the detriment of men) and women and men aged 65 or more (8 p.p. to the detriment of women). Hungary has met its national EU 2020 target of having at least 34 % of people aged 30-34 with tertiary education. The rate stands below the target at 34 % (41 % for women and 27 % for men). Participation rates in lifelong learning remained the same between 2005 and 2017. Around 13 % of women and 14 % of men engage in formal or non-formal education and training.

With a decreasing score in the sub-domain of segregation, the uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Hungary. About 40 % of women students and 19 % of men students study education, health and welfare, and humanities and art.



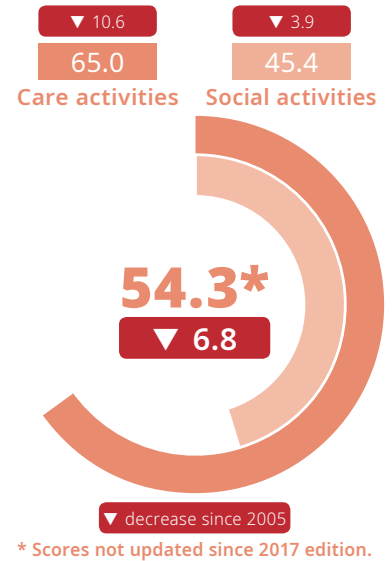


Time

Hungary's score in the domain of time has not changed since the last edition of the Index because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Hungary's score is 54.3, well below the EU's score of 65.7. The situation has worsened in both sub-domains since 2005, especially in care activities. About 30 % of women care for and educate their family members for at least one hour per day, compared to 25 % of men. Among women and men in couples with children, women are more involved in daily care activities (84 %) than men (70 %). Around 56 % of women cook and do housework every day for at least one hour, compared to only 14 % of men. This gender gap is wider in couples with children, where 72 % of women and 11 % of men cook and do housework daily.

In contrast to most EU countries, in Hungary, more women (17 %) than men (13 %) are involved in sporting, cultural and leisure activities outside the home.

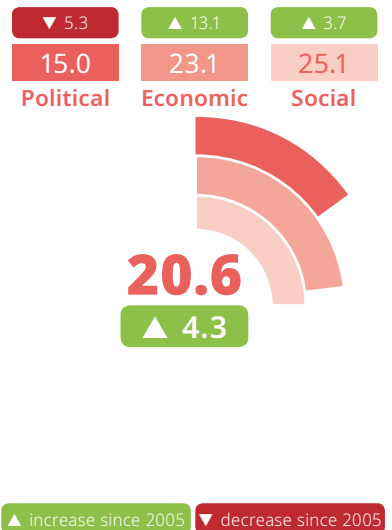


Power

Hungary's score for the domain of power is 20.6, showing progress of 4.3 points since 2005 (+ 1.9 points since 2015). This score is the lowest across all domains and the pace of progress in this domain is much slower than the progress of the EU (+ 13 points). Despite strong improvements in the sub-domain of economic power, Hungary ranks last in the domain of power in the EU.

Between 2005 and 2018, the share of women members of parliament increased from 9 % to 12 %, while the share of women ministers dropped from 11 % to 4 %. Women make up 12 % of members of regional assemblies. Hungary has the lowest score in the sub-domain of political power in the EU.

In the same period, the share of women increased among the board members of both the largest publicly listed companies (from 10 % to 15 %) and the central bank (from 0 % to 11 %). In the sub-domain of social power, Hungary has the second lowest score in the EU. There are no women on the boards of research funding organisations. Women comprise 29 % of board members of publicly owned broadcasting organisations and only 10 % of board members of the highest decision-making bodies of national Olympic sports organisations.

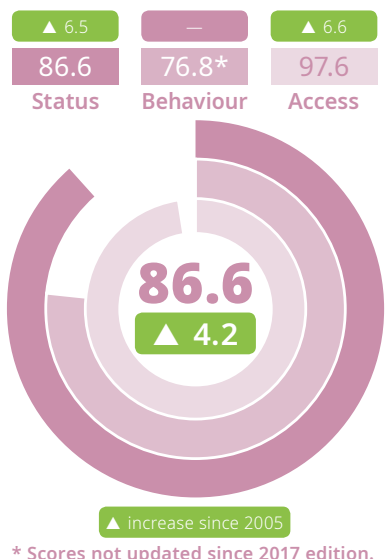


Health

Hungary's score in the domain of health is 86.6, showing progress of 4.2 points since 2005 (+ 0.6 points since 2015). There are improvements in the sub-domains of health status and access to health services. There is no new data for health behaviour.

Between 2005 and 2017, self-perceptions of good health increased for both women and men. Around 55 % of women and 64 % of men perceive their health as good (compared to 42 % and 49 % in 2005). Health satisfaction increases with a person's level of education but decreases with age. The gender gap is most significant between women and men born outside Hungary (20 p.p.), between single women and men (17 p.p.), and women and men with low levels of education (17 p.p.). Life expectancy increased in Hungary, between 2005 and 2016. On average, women live seven years longer than men (80 compared to 73 years).

Adequate access to medical and dental care increased in Hungary from 2005 to 2017. Around 6 % of both women and men report unmet medical needs (16 % of women and 18 % of men in 2005). Only 3 % of both women and men report unmet needs for dental examinations (15 % and 17 % in 2005). A higher share of women and men with disabilities report unmet needs for dental care (23 % and 20 %), compared to women and men without disabilities (8 % for both).





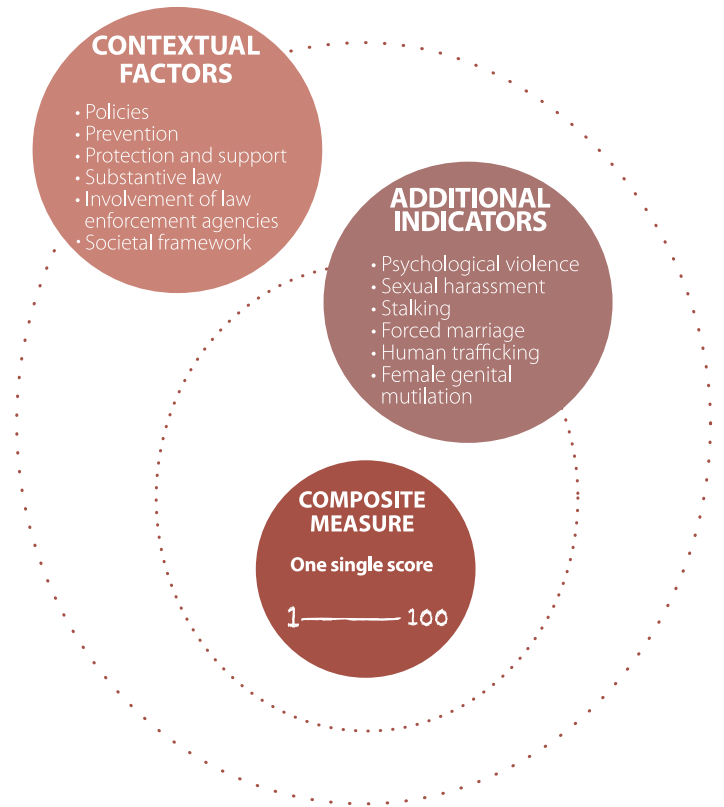
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Hungary signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in April 2014 but has not ratified it.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Hungary recorded 11 women victims of intentional homicide by an intimate partner and seven women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 433 registered women victims of trafficking in 2016. Comparable



data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, espe-

cially in cases where it is based on definitions of traditional standard employment.

In 2016, 35 % of women and 20 % of men aged 20-49 (potential parents) were ineligible for parental leave in Hungary. Unemployment or inactivity was the main reason for ineligibility for 83 % of women and 85 % of men. The remaining 17 % of women and 15 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex parents are eligible for parental leave in Hungary. Among the employed population, 8 % of women and 4 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Hungary, 51 % of both women and men are involved in caring for or educating their children or grandchildren at least several times a week. In the EU, there are more women (56 %) and slightly fewer men (50 %) involved in caring for or educating their children or grandchildren. The gender gap is higher within the 20-49 age-group (81 % of women compared to 73 % of men).

Hungary has only reached one of the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 14 % of children below the age of three are under some form of formal care arrangements, which is the fifth lowest coverage in the EU. Around 12 % of children are in childcare for at least 30 hours a week. Formal childcare is provided for 91 % of children from the age of three to the minimum compulsory school age (77 % are in formal childcare for at least 30 hours a week). About 8 % of households report unmet needs for formal childcare services in Hungary. Lone mothers are more likely to report higher unmet needs for formal childcare services (12 %), compared to couples with children (8 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working-age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Hungary are women (60 %). Only 8 % of women and 6 % of men are involved in informal care of older

persons and/or people with disabilities several days a week or every day. The proportion of both women and men involved in informal care is lower than the EU average. The difference is 7 p.p. for women and 4 p.p. for men. There are more women and men with care responsibilities for older persons and/or persons with disabilities in the 50-64 age group (11 % for both), compared to women and men aged 20-49 (9 % and 4 %). Around 41 % of women who take care of older persons and/or persons with disabilities are employed, compared to 48 % of men. There is also a higher share of men informal carers (56 %), compared to women (42 %) in the EU. Around 16 % of women informal carers aged 50-64 are working, compared to 65 % of men. In Hungary, 23 % of women and men report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Hungary, women and men spend almost the same time commuting to and from work (around 42-44 minutes per day). Couples with children spend more time commuting than couples without children. In general, men spend around six minutes more per day travelling to and from

work than women in couples with or without children. Single people tend to spend less time commuting than couples with or without children, with almost no difference between women and men. Women spend around the same time commuting, whether they work full-time or part-time. Women part-time and full-time workers travel 43 minutes to and from work, while men part-time workers commute 42 minutes and full-time workers 44 minutes. Men working in the not-for-profit sector or an NGO commute almost double the time women do (63 minutes compared to 32 minutes).

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Around two-thirds of women (67 %) and men (69 %) are unable to change their working time arrangements. Access to flexible working arrangements is lower in Hungary, compared to the EU average, where 57 % of women and 54 % of men have no control over their work-

ing time arrangements. In the Hungarian public sector, employees have very little control over their working time. Around 84 % of women and 81 % of men say they have no possibility to change their working time arrangements, compared to 65 % of women and 62 % of men public-sector employees in the EU overall. The situation is a bit better for private-sector employees, but rates are still high. Among private-sector employees, 59 % of women and 65 % of men have no control over their working time.

Even though women are over-represented among part-time workers, they are less likely to transition from part-time to full-time work than men in most EU countries. In 2017, only 24 % of women part-time workers transitioned to full-time work, compared to 46 % of men. This is the largest gender gap in the EU.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Hungary's participation rate in lifelong learning is 6 %, which is below the EU average. Employed women (aged 25-64) are more likely to participate in education and

training than men (8 % of women and 6 % of men), while economically inactive men more often engage in lifelong learning than women (3 % of women and 5 % of men). Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (45 %) than for women (43 %). Family responsibilities are reported as barriers to engagement in education and training for 30 % of women, compared to 16 % of men. Family responsibilities are less of an obstacle for participation in lifelong learning in Hungary than in the EU overall. However, the work schedule is reported as a greater barrier. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

© European Institute for Gender Equality, 2019

Reproduction is authorised provided the source is acknowledged.



European Institute for Gender Equality
Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

Contact details

<http://eige.europa.eu/>
[facebook.com/eige.europa.eu](https://www.facebook.com/eige.europa.eu)
twitter.com/eurogender
[youtube.com/user/eurogender](https://www.youtube.com/user/eurogender)
eige.sec@eige.europa.eu
+370 52157444



Publications Office
of the European Union