

**Thirtieth anniversary of the
Fourth World Conference on Women and adoption of the
Beijing Declaration and Platform for Act (1995)**

National Report, Hungary

1st June 2024

Section One: Highlights

In the narrative report, please provide a one-to-two-page synthesis highlighting:

- *the core elements of the country-level review process*
- *progress, challenges, and set-backs in the implementation of the BPfA, based on statistical data, as well as the factors that influenced the success or failure of progress across critical areas*
- *how the Government has considered and addressed the specific needs of women and girls from marginalized groups in line with the principle of leaving no one behind*
- *two or three examples of good practices and lessons learned that may be relevant for other countries, preferably with a focus on measures with a transformative potential, considering the interlinkages and synergies between the BPfA and the 2030 Agenda for Sustainable Development*
- *areas where the country would need support in terms of finance, capacity-building, policy advice, data gathering and analysis, technology, and partnerships, among others.*

Introduction:

Promoting gender equality requires carefully planned, systematic and ambitious approaches, and proper legislation, infrastructure and operation to support them.

Hungary recognises and promotes equality between women and men in accordance with the Fundamental Law of Hungary and the primary law, principles and values of the European Union, as well as the commitments and principles arising from international law. Equality between women and men is enshrined as a fundamental value in the European Union's founding agreements.

Under Article XV of the Fundamental Law, which entered into force in Hungary on 1 January 2012, Hungary has special measures to protect families, children, women, the elderly and people with disabilities. Family and women's policies cannot be separated, as 73% of women become mothers throughout their lifetime, according to the 2022 census.¹

Article XV of its Constitution also stipulates that women and men have equal rights and that Hungary promotes equal opportunities and social inclusion between women and men, with special measures to empower children, women, the elderly and people with disabilities.

In order to achieve these goals, the Government supports the implementation of the strategic principle of equality between women and men.

In the past five years, several important legislative measures, programmes, and initiatives have been introduced, including promoting the work-life balance of women and combining better work-life balance with affordable, accessible and quality care services, combatting violence against women, promoting women's economic empowerment and social protection.

Review process

The questionnaire was sent to the relevant ministries the experts of which were asked to summarize the progress made in the last 5 years in their respective areas of expertise. These areas included – inter alia – employment policy, health management and health financing, digitalisation, social affairs, social inclusion, public and higher education, innovation, vocational education, youth affairs, family policy, victim support, criminal law legislation, legal affairs, religious affairs etc.

Throughout the review process, the following institutions participated among others: the Office of the Commissioner for Fundamental Rights of Hungary, the Hungarian Central Statistical Office, the National Media and Infocommunications Authority and the Maria Kopp Institute for Demography and Families.

¹ Hungarian Central Statistical Office (<https://nepszamlalas2022.ksh.hu/eredmenyek/vegleges-adatok/kiadvany/>)

Our purpose was that, in addition to the government sector, the representatives of civil society organizations could also participate in filling out the National Report. As a result, during the meeting of the Thematic Working Group on Women's Rights, members of civil society organizations were asked to review the questions and provide their output which was also incorporated into the final version of the National Report. The Thematic Working Group on women's rights² includes 20 civil society organisations and a further 22 organisations participate as invitees.

The intersectoral work has been coordinated by the State Secretariat for Families within the Ministry of Culture and Innovation.

Section Two: Priorities, achievements, challenges and setbacks

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

In the narrative report, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to setbacks in each case. Where relevant and possible, please provide data to support your responses (3-5 pages).

The Fundamental Law of Hungary states that women and men shall have equal rights³ and Hungary shall guarantee fundamental rights to everyone without discrimination and in particular without discrimination on the grounds of race, colour, sex, disability, language, religion, political or other opinion, national or social origin, property, birth or any other status.

Hungary promotes equal opportunities between women and men in society, with special measures to empower children, women, the elderly, Roma women and people with disabilities.

The government is committed to women's rights. It does not do so by emphasizing the differences that separate the sexes, but focuses on creating and strengthening the conditions for balanced cooperation between them and on promoting women's social empowerment. Women's policies focus on achieving a harmonious balance between women and men in the areas of family, employment, social protection, participation in decision-making, dignity and integrity, and education and training.

I. Women's and Girl's Education

Public education

According to Article XI. (1)-(2) of the Fundamental Law of Hungary the right to generally accessible, available and free public education for all is guaranteed, making no difference based on ethnicity, religion or gender. Based on these ideas, the preamble of the **National Core Curriculum** in Hungary envisions “*providing a learning environment that is barrier-free in all respects and equally accessible to all students, with differentiated goal selection that matches student differences, multi-level planning and curriculum application*”.

The **National Core Curriculum** requires full respect for human rights in the educational process as a whole, including equality, democracy, respect for religious and ethnic diversity, knowledge of the basic concepts of gender equality and non-discrimination. Overcoming personal prejudices is an important part of the attitude to be developed. The textbooks are also made in this spirit, the accreditation system

² <https://emberjogok.kormany.hu/nok-jogaiert-felelos-tematikus-munkacsoport>

³ <https://njt.hu/jogszabaly/en/2011-4301-02-00>

does not allow textbooks that would be harmful to women, sexual minorities or people of other skin tones and religions.

The renewed National Core Curriculum⁴ was introduced in 2020 with phased implementation. It requires **full respect of human rights in the whole of the educational process**, including equality, democracy, knowledge of the basic concepts of gender equality, and non-discrimination.

Gender equality is among the so called “comprehensive” topics in history teaching in the curriculum, which means that the issues concerning men’s and women’s lifestyles, social status, and emancipation are to be tackled in a recurring way during the whole teaching-learning process. It is valid for all the new textbooks on the authorized list of textbooks.

Citizenship education appears in 2020 as a compulsory separate subject, where pupils learn about democratic behaviour, respect and acceptance for each other regardless of gender, origin, or religion.

In order to eliminate violence against girls, directives have been developed by Educational Authority in 2021 as part of comprehensive pedagogical **programme for prevention of early school leaving**. These directives are helping the school staff to recognise different forms of violence in school and among peers, and characteristics of abuse relating to girls and boys⁵.

(For further information please see Question 13.)

In public education we provide **equal access to free printed and digital textbooks for boys and girls. 5th to 12th graders (age 11-18) can also get a laptop free of charge regardless of their gender, especially those living in disadvantaged areas⁶**. The collection and use of data related to education is gender neutral.

Higher education

According to the 2016 microcensus by the Hungarian Central Statistical Office, 80-90% of graduates were male until the 1960s. By 2001, this proportion had levelled off, with 56% of graduates in 2016 being women. According to data of the Hungarian Central Statistical Office from the 2022 census, 57.6% of graduates are women.⁷

In 2023, the number of students enrolled in a STEM (hereinafter: Science, Technology, Engineering and Maths) field increased by 34%, i.e. one in four students enrolled in a STEM field. Currently, 55% of students in higher education and 25% of those studying in STEM fields are female.

In the academic year 2022/2023, 42.7% of lecturers were women.

The Hungarian Academy of Sciences (hereinafter: HAS) first elected a woman member in 1914, and with the academics elected at the HAS General Assembly in May 2019, the proportion of women among the full and corresponding members of the HAS has risen to 8.76%, and according to 2022 data, 36 of the 353 full and corresponding members of the HAS are women, a 10% share. Currently, 17% of HAS doctor of sciences are women, the number of women joined since 2016 is 21.

The Deputy State Secretariat for Innovation in the Ministry of Culture and Innovation **has adopted a number of initiatives to support the career advancement of women in STEM**. These initiatives support **programmes to promote research careers** (Selye János Student Lab Network), **young**

⁴ You can access the renewed National Core Curriculum here: <https://net.jogtar.hu/jogszabaly?docid=a1200110.kor>

⁵ You can read more on the subject on <https://hirmagazin.sulinet.hu/hu/s/kortarsbantalmazas>

⁶ You can read more on the subject on <https://kk.gov.hu/digitalis-oktatashoz-valo-egyenlo-hozzaferes-felteteleinek-biztositasa-a-tanulok-es-a-pedagogusok-szamara-rrf-1-2-1-2021-2021-00001>

⁷ <https://nepszamlalas2022.ksh.hu/eredmenyek/vegleges-adatok>

people to become entrepreneurs (Hungarian Startup University Programme), **and training to strengthen industrial relations** (Cooperative Doctoral Programme).

According to the Educational Authority's data for 2022, **43,751 women are currently studying at higher education institutions in STEM degree programmes** in Hungary, which means that the proportion of women overall to the total number of students in STEM fields is **39.6 percent**. The **Government ensures sufficient enrolment in STEM courses** to produce sufficient numbers of graduates to meet the demand for professionals in business and science.

In 2018 a new, four-semester-long **Computer Science (CS) program** was launched at the **Faculty of Informatics at Eötvös Loránd University, Budapest**. In the framework of the program, students are expected to learn and practice professional English language use. Depending on the current enrollment, the groups of the course are made up of 12-18 students; in 2018/2019 that meant 2 groups, while in 2019/2020 there were 4 of them.

HAS has set up the **Presidential Committee on Women in Research** which identifies the obstacles to the career advancement of women, to increase the **number and proportion of female researchers** at higher levels of the hierarchy and to support their **career advancement**. HAS also supports the career development of female researchers **through calls for tender**.

The **Association of Hungarian Women in Science** (hereinafter: NaTE) have been working to support women and girls in their careers in science and technology. They **give young people the courage and confidence to pursue STEM careers**. **NaTE has inspired 13,500 women into STEM fields**, 87% of high school student ambassadors are continuing their studies in STEM fields, and 190 companies, universities and research institutes have joined NaTE.

II. Women and Employment

Protecting workers and ensuring transparent working conditions is a priority for the Government. In this context, the Government supports and promotes the principle of equal pay for equal work or work of equal value through the national measures and regulations. The regulations specified by the Labour Code stipulate that the requirement of equal treatment shall be respected in relation with the determination of the remuneration of work. The Labour Code lays down the definition of wages and provides objective guidelines on the definition of work of equal value. **In regard to ensuring equal remuneration, it is also important that the minimum wage and the guaranteed wage minimum are set by a government decree every year, and that salary and promotion systems and career paths in the public sector are regulated by a generally applicable law without any discrimination between the sexes.**

According to Eurostat data, **the employment rate for women aged 20-64 in Hungary increased from 71.4% in 2018 to 76.1% in 2023**⁸.

The employment rate of women aged 25-49 with a young child under 3 years old is increasing year on year: it improved by around 5.2% percentage points (from 73.2% to 78.4%) between 2018-2023 on a full-year basis, according to data by the Hungarian Central Statistical Office (hereinafter: HSCO) (*in Hungarian: Központi Statisztikai Hivatal (KSH)*).⁹ Hungary has the 7th lowest female unemployment rate among the 27 EU countries.¹⁰

⁸ https://ec.europa.eu/eurostat/databrowser/view/LFSI_EMP_A_custom_11215941/default/table?lang=en

⁹ https://www.ksh.hu/stadat_files/mun/hu/mun0025.html

¹⁰ https://ec.europa.eu/eurostat/databrowser/view/une_rt_a_custom_11216146/default/table?lang=en

Gender pay gap

According to Eurostat data, the gender pay gap in 2022 was 17,5% in Hungary, while the European Union average was 12,7%. Since 2010 the pay gap line shows wavering tendencies with the lowest value of 14,0% in 2015 and 2016.¹¹

Gender pay gap in Hungary based on average gross monthly earnings of full-time employees ¹²				
Year	2019	2020	2021	2022
Gender pay gap (%)	15,2	14,3	14,4	15,3

The average gross earnings of full-time employees in 2023 were HUF 571 182, 14.2% higher than a year earlier.¹³ (Women: HUF 523 793, Men: HUF 619 604)

The practice of calculating the pay gap between women and men in Hungary: by what percentage the average gross monthly earnings of women in full-time employment are lower than those of men in full-time employment.

Gender pay gap in Hungary based on the ratio of the difference between women's and men's average hourly gross earnings ¹⁴				
Year	2019	2020	2021	2022
Gender pay gap (%)	18,2	17,2	17,3	17,5

The practice of calculating the pay gap between women and men in the European Union: the ratio of the difference between women's and men's average **hourly gross earnings** in the national economy in enterprises **with 10 or more employees**, excluding agriculture and public administration, defence and compulsory social security.

The difference in earnings between women and men may not only be due to a violation of equal treatment, but also to differences in employment characteristics, including differences in the nature of the occupation, the sector of the employer, age, highest level of education completed, length of work experience and composition in terms of hours worked. There is no generally accepted statistical method to measure the existence of discrimination in either national or international practice, and therefore an aggregate indicator is used to express the combined effect of the different factors. In domestic practice, the most commonly used measure is the percentage gender gap based on the average gross monthly earnings of full-time employees.

¹¹ https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en

¹² <https://www.ksh.hu/ffi/4-17.html>

¹³ https://www.ksh.hu/stadat_files/mun/hu/mun0184.html

¹⁴ https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en

III. Work-life balance

According to the latest **representative survey** by the **Mária Kopp Institute for Demography and Families** (hereinafter: KINCS) conducted between 22 and 31 March, 2023, more than two thirds (68%) of respondents think that a woman should not have to give up her career and life goals because of motherhood and child-rearing. This statement was agreed with in equal proportions by the elderly and the younger respondents.

61% of respondents believe that mothers prioritize home and family over work and career. Only a quarter (26%) of women surveyed believe that women who decide not have more children when having a good job or profession are right to do so.

Among the various roles women play, motherhood is given first place, with 60% of respondents saying that motherhood is the most important role in a woman's life. This is followed by roles related to other family relationships: spousal/partner (19%), then the role of caring for parents (13%), and only then follows professional work-related success. Among respondents with children, more of them (65%) thought that motherhood was the greatest achievement of being a woman as opposed to those without children (45%). Those with young children were the most likely to put motherhood first, with 71% thinking this way.

According to the KINCS surveys conducted between 10 and 26 August 2022 and between 6 and 14 December 2022, by asking 1000-1000 people, six out of ten believe that **it is harder for women to build successful careers than for men** (61%), which is related to the fact that having children affects re-entering employment. This is why the majority (87%) considers it important to provide women, especially mothers assistance in the labour market. **Two-thirds of people (64%) said it was more difficult for women to reconcile work, family and private life than for men.**

Nursery care

Nursery upgrades also contribute to improving employment figures, both by creating new jobs in parallel with the increase in places and by **enabling parents with young children to return to the labour market** when they want to.

In Hungary, a complex development of the nursery care system has been taking place for years. As for the complex development of the nursery care system, the main goal is to achieve a nursery network that responds to parental needs.

In Hungary, there is a split system whereby day care for children under 3 years (nursery care) is under the professional control of the Ministry of Culture and Innovation and is managed under the Family Support System, while pre-school kindergarten education is under the control of another ministry, the Ministry of Interior, as part of the public education system. The participation in early childhood education and care (hereinafter: ECEC) below the age of 3 is voluntary and up to the decision of parents (consequently, not all children under 3 years of age are enrolled in ECEC).

(For further information please see “Development of nursery care” under Question 7.)

Good practices regarding work-life balance:

The **Association for Women's Career Development in Hungary (AWCDH)** in 2019 started a common platform as a V4 civil society initiative – **the Visegrad Women's Initiative** to **help promote women's employment with particular emphasis on the reconciliation of work and private-family life** by sharing knowledge, experiences and best practices with special regard to the values of our region and its sustainability.

AWCDH realized their first Visegrad Women Research Project as Coordinators for the **“Women, Families, Careers - a Civil Society Forum in the V4 Spirit”** program thanks to the support of the Visegrad Fund and the Hungarian Ministry of Human Capacities in 2020.

AWCDH implemented the **“Women, Families, Careers – Effects of the Pandemic on Work-Life Balance in the Visegrad Countries”** research project between October 2021 and April 2022 thanks to the support of the Visegrad Fund in partnership with the Business & Professional Women CR z.s. from the Czech Republic, the Association of Business Women from the Slovak Republic and the Pedagogical University of Krakow of Poland.

More information is available at: www.visegradwomen.net

Women and Health

To promote women's health and detect diseases early, health education and health awareness can help from a young age. Equal and timely access to quality healthcare is key to women's health, and we also emphasise the importance of screening.

According to **Mária Kopp Institute for Demography and Families (KINCS)** sociodemographic factors significantly influence screening willingness, low education is a strong predictor of a person being less willing to participate in mammography screening with the recommended frequency. From this point of view, high school graduation is a sort of dividing line: there is no significant difference in participation within two years between secondary and higher education graduates.

Among women, treatment for a chronic disease is more common. This is presumably due to the fact that they ask for help and seek treatment more often than men, which is confirmed by numerous research. This difference between men and women exists despite the fact that many efforts have been made in the past to develop health promotion programs aimed at men. When examining the prevalence of chronic pain, it can be established that women suffer from chronic pain almost twice as often as men.

Screening programmes

Hungary's Comprehensive Health Screening Programme 2010-2020-2030 (HCSP) is the largest health protection programme in Hungary operating in humanitarian form, providing free screening tests to the population using state-of-the-art equipment, keeping in mind the importance of prevention. No social security card is needed to participate in the programmes, thus disadvantaged people can also benefit from the opportunities offered by it. The programme successfully met its targets at national level between 2010 and 2021. It was present in 2212 sites nationwide, achieving the target of 8 million

screening tests while enabling more than 643 000 citizens to participate free of charge, and the program included buses as mobilised units with screening equipment.

(For further information please see “Development of nursery care” under Question 12.)

Reproductive health

The government treats the protection of women's health, especially reproductive health, as a priority. In 2022, a national institute has been established for the purpose of promoting human reproduction (in the **National Directorate General for Hospitals**), which prioritizes the following sub-goals: 1) prevention or early, adolescent recognition and appropriate treatment of health factors which can lead to infertility, 2) optimizing the time of pregnancy. Furthermore Hungary's plans include expanding the range of reproduction services with the further involvement of specialized institutions.

Physical activities

Positive changes can be observed with regard to sports among women, despite the fact that the proportion of those who never exercise stagnates at around 56%. Their proportion showed an exceptionally high value in 2013 (63%), which decreased by 10 percentage points by 2021. The frequency of women playing sports has also increased over the years. Compared to 2002, the proportion of **women exercising once a week increased from 5.8% to 13% by 2021**, while those **exercising more than once a week increased from 16.4% to 23.7%**. In the year of the COVID-19 pandemic, physical activity with a high frequency was characteristic of nearly a quarter of women.

Mental health

The physical and mental health of Hungarians has been studied by Professor Mária Kopp since 1988 as part of the Hungarostudy research. In 2021, KINCS conducted the survey for the sixth time in cooperation with the Institute of Behavioural Sciences of Semmelweis University, with a representative sample of personal data. The number of respondents was 4841 individuals in 2006, 2000 individuals in 2013 and 7000 in 2021.

Between 2013 and 2021, levels of overall satisfaction and happiness increased significantly, especially among women, who reached the same level as men.

Levels of depression have decreased in the general population, with a greater decrease among women.

The value of marital stress¹⁵ increased between 2006 and 2013, after which it did not change among men until 2021, while among women it decreased significantly after 2013.

Based on the scores achieved on the WHO5-Well Being questionnaire, a continuous improvement can be observed since 2006, especially between 2013 and 2021, when the proportion of those exceeding the risk level (50%, i.e. 7.5 points) almost halved. The value measured among women increased from 9.25 (2013) to 10.66 (2021).

Women in leadership positions

According to the KINCS surveys conducted between 10 and 26 August 2022 and between 6 and 14 December 2022, by asking 1000-1000 people, two out of three respondents (64%) were on the opinion they would rather work with a boss who has a child, whether it's a man or a woman. Three out of ten people (29%) said they would rather work only with a female leader than a male one.

¹⁵ The Marital Stress Scale asks about the cooperation between (married) couples and how they deal with stressful situations.

Half of the respondents (52%) said that more women leaders are needed in Hungary. Parents were more likely to agree (56%) than those without children (44%).

Nine out of ten (91%) agree that performance should matter when appointing a leader, rather than whether someone is a woman or a man. Only a quarter of Hungarians (24%) think that a quota can be a good solution for strengthening women's managerial positions.

In the public sector, the proportion of female managers is particularly high, at 65.7%, according to the data of the Hungarian Central Statistical Office for the period January-September 2022. This ratio is 31.3% on average in the for-profit sector and 54.5% in the non-profit sector. The Hungarian Central Statistical Office (HCSO) continuously compiles statistics on the proportion of female managers employed by Hungarian Standard Classification of Occupation group (in Hungarian: Foglalkozások Egységes Osztályozási Rendszere, FEOR).

According to data for the first half of 2022, the percentage of women employed in the judiciary is 63.4% and 77.6% in the courts. This represents an increase of 3.7 and 1.4 percentage points respectively compared to 2010.

For the same period, the proportion of women employed in academic and scientific organisations (which includes higher education and the scientific research and development sector) is 54.1%.

To sum up, more women than men are employed in these fields, which are prominent in terms of both social prestige and the skills required.

Hungary does not think in terms of quotas when it comes to increasing the participation of women in political and public life. Bottom-up measures, such as motivating, training and mentoring women, are an appropriate means of achieving this goal, rather than mandatory top-down quotas; which prove to be more effective instruments in the longer term.

Women entrepreneurs

The share of women starting a business (7.5%) is high compared to the countries in the region (Poland 1.6%, Slovenia 6.2%, Slovakia 5%).¹⁶ Among Hungarian women entrepreneurs, there are many mothers who run their businesses with their children (24,000). Women entrepreneurs are entitled to family benefits linked to insurance status (infant care allowance, childcare allowance, adoption allowance and childcare allowance) in the same way as employed or self-employed women.

The number of **start-ups launched by women** is in the middle internationally, close to the German figure (> 40%). With Poland and Slovakia, they perform below the Hungarian figure.¹⁷

According to the World Bank's Women, Business and The Law 2023 Index¹⁸, the business environment in Hungary is suitable for women compared to a significant part of the world. The index examines the situation of women in 8 dimensions (mobility, workplace, pay, marriage, parenthood, entrepreneurship, assets and pensions). Hungary ranks 22nd with 96.9 points out of the maximum available 100 points.

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

¹⁶ Global Entrepreneurship Monitor 2021/22 Women's Entrepreneurship Report: From Crisis to Opportunity <https://www.gemconsortium.org/report/gem-202122-womens-entrepreneurship-report-from-crisis-to-opportunity>

¹⁷ Global Entrepreneurship Monitor 2021/22 Women's Entrepreneurship Report: From Crisis to Opportunity <https://www.gemconsortium.org/report/gem-202122-womens-entrepreneurship-report-from-crisis-to-opportunity>

¹⁸ <https://openknowledge.worldbank.org/server/api/core/bitstreams/b60c615b-09e7-46e4-84c1-bd5f4ab88903/content> page 4

In the narrative report, please explain why your country considers these priorities and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).

In the online survey, you will be asked to choose up to five priorities from the list below:

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)
- Women’s entrepreneurship and women’s enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women’s participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing discriminatory social norms and gender stereotypes
- Other (please specify)
- None of the above

1. Work-family reconciliation

It is of crucial importance to provide women and men with all the help they need to make choices freely about finding a harmonious work-life balance according to their needs, current situation and future plans. The aim is to ensure that the areas of work and family life are not perceived as mutually exclusive or mutually restrictive but as part of a flexible, supportive institutional framework which enables women and men to fulfil their potential both in their work and in their private lives.

- Nursery development

(For further information please see “Development of nursery care” under Questions 1 and 7.)

- Flexible working arrangements

The rules of Act I of 2012 on the Labour Code of Hungary (hereinafter referred to as: Labour Code) was amended with regard to several provisions that promote women's employment, including **the return of parents with small children to the world of work and the balance of work and private life**.

From 1 January 2020 the Labour Code obliges the employers to amend the employment contract based on the employee’s proposition to part-time work until the child reaches the age of four (in case of three or more children up to the age of six).

With the transposition of the Directive (EU) 2019/1158 of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/8/EU (hereinafter

referred to as: Directive 2019/1158), **the most recent amendment of the Labour Code entered into force on 1 January 2023.**

Atypical forms of employment in the Labour Code amended **help to combine family and work responsibilities.** Except for the first six months of employment, the employee may request up to the eighth birthday of his or her child: **a) to be transferred to a new place of work; b) changes to his or her working arrangements; c) to work in teleworking arrangement, and/or d) to work part-time.**

Furthermore, the Labour Code contains atypical forms of employment that enable flexibility, for instance **work on call, job-sharing, employment relationship established by multiple employers and teleworking.**

The Labour Code contains an entire set of **flexible working arrangements to adapt to the needs of the technological developments.** Night work may be scheduled for a woman between her child's third or tenth birthday or for a single parent between his or her child's third or tenth birthday, only upon the employee's written consent.

The relevant Hungarian legislation (Act I of 2012 on the Labour Code) is available on the following website: <https://njt.hu/jogszabaly/2012-1-00-00>.

(For further information please see "Development of nursery care" under Question 14.)

2. Eliminating violence against women and girls

Hungary strongly condemns all forms of violence, including gender-based violence and violence against women, the most common of which is domestic violence.

In Hungary, the care system for victims of domestic violence has more than tripled in recent years and has become more differentiated (National Crisis Management and Information Telephone Service, 20 crisis centres, 8 secret shelters, 20 transitional housing services, 7 crisis prevention clinics). As a result of these developments, there is no longer a situation where someone cannot escape to a crisis centre or a secret shelter because of lack of space. Policy can therefore now increasingly turn towards prevention. The aim is to reduce the risk of victimisation and to stop domestic violence as early as possible.

The new capacities (5 crisis centres, 7 secret shelters, 14 transitional housing services and 6 crisis prevention clinics) created in 2018 with EU development funds (EFOP-1.2.5-16 Safe Shelter) to expand the existing care system will be financed from the national budget from 2022. <https://njt.hu/jogszabaly/2023-55-00-00> The crisis prevention clinic opened in the national capital in 2018 will be funded from the national budget from the beginning. Crisis prevention clinics have emerged as a completely new service element in the care system of victims of domestic violence, with the main objective of providing assistance to victims at the earliest possible stage of domestic violence, thus preventing the development of crisis situations.

In 2019-2020, around 4200 child protection signalling system members attended training on domestic violence. The aim of the 40-hour course was to provide members of the reporting system (mainly e.g. family support workers, home visitors and police officers) with the knowledge to help them identify the problem as soon as possible and to support effective assistance. The training was funded by the European Union under the Priority Programme -EFOP-1.2.4-VEKOP-16 Development of Crisis Management Services. <https://www.kapcsoljegybol.hu/files/shares/A%20gyermekv%C3%A9delmi%20jelz%C5%91rendszeri%20tagok%20egy%C3%BCttm%C5%B1k%C3%B6d%C3%A9se%20tananyag.pdf>

The **National Crisis Management and Information Telephone Service**, which helps victims of domestic violence and human trafficking, initiating and coordinating the rescue of victims in crisis to

crisis centres, secret shelters or protected accommodation, has seen its **budget funding** quadrupled in 2020 (from HUF 52.5 million to HUF 202.5 million).

Every year, the **government supports campaigns** whose main message is that domestic violence is unacceptable and that there is help for the abused. <https://segelyszervezet.hu/kiknek-segitunk/aszeretnemart/>

In 2022, a **national representative survey** was carried out to assess exposure to domestic violence and to examine the general level of knowledge and attitudes towards the issue. The results of the research will be published in the future. The findings on exposure have led to the continuation of the research.

Training of police staff was a high priority, to ensure that police officers are aware of the dynamics of domestic violence, can recognise the signs of violence, can effectively assist victims in situations where their actions are determined by fear. 7 294 police officers were trained on the subject in 2019, 6007 in 2020 online and 6455 in 2021. In 2022, the training of district commissioners for law enforcement police was carried out, with the training of 20 district commissioners from each county; nearly 500 in 2022. Training continued in 2023.

As of September 2023, a **dedicated methodological organization supports** the coordinated performance of related tasks in order to further strengthen the effective action against domestic violence.¹⁹

In 2023, the Ministry of Culture and Innovation created the **Award for the Protection of Human Dignity**, which can be awarded to individuals and organizations that have made outstanding achievements in the fight against domestic violence as well as human trafficking. (It is possible to present 8 awards per year.) <https://njt.hu/jogszabaly/2023-2-20-80>

The **introduction of the 116-016 EU harmonised emergency number** in Hungary has begun in 2023 and is set to be underway.

Hungary signed the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) in 2014, but did not ratify it.

It was announced in the 2020-2025 Strategy for Gender Equality that the European Commission set up an EU network on the prevention of gender-based and domestic violence. The network aims to provide a space for Member States to: discuss under-addressed, new or emerging violence prevention needs and ways to improve prevention; identify effective measures and approaches to prevent violence; share knowledge and tools for effective risk assessment and vulnerability identification; exchange existing good practices and lessons learned. Hungary is also an **active participant in the established Network on Prevention of Gender-based and Domestic Violence from November of 2023**.

Victim support in Hungary also has a system of support for all victims of crime, which is not specific to gender-based violence, but is available to them. Based on the Government Decree 1645/2019 (19.11.2019) on the development of the victim support system (<https://njt.hu/jogszabaly/2019-1645-30-22>), the **Government decided to establish a national network of victim support centres**. According to the Government Decree, Victim Support Centres will be opened in all counties (19 + the capital, Budapest) by 31 December of 2025. **By 19 April 2024, 15 Victim Support Centres were opened and 3 Victim Support Points were established in police stations.** The aim of these Centres is to support victims who have experienced a change in their life situation as a result of crime and property offences. This support includes individual psychological as well as emotional support, in addition to providing victims with the information and assistance they need in order to assert their rights.

¹⁹ <https://njt.hu/jogszabaly/1997-31-00-00>

As of 1 January 2021, the **Victim Support Act** (<https://net.jogtar.hu/jogszabaly?docid=a0500135.tv>) **introduced the opt-out system** for direct access to victims in cases – among others – of intentional violent crimes against a person. According to the Hungarian legal framework, the victim support service can contact victims directly if the victim does not object to the transfer of his/her personal data to them at the police station. In this case, the victim's data is automatically transferred from the police database to the victim support service, which must contact the victim within 2 working days of receiving the data. **As a result of the opening of Victim Support Centres across the country and the introduction of the opt-out system (for direct access to victims), the number of victims reached doubled between 2020 and 2023.**

On 30 June 2023, a **comprehensive agreement was signed** by the heads of the relevant state bodies (the Ministry of Interior, the Ministry of Justice, the Ministry of Culture and Innovation, the Prime Minister's Office, the National Council for Crime Prevention and the National Directorate General of Hospitals) on the establishment of a **National Victim Support Coordination Mechanism**. One of the objectives of the Agreement is to make the victim support system more efficient and comprehensive through coordinated cooperation between the parties.

With regards to specific services, the **Victim Support Act** ²⁰has also been amended in 2021:

- state compensation can now be provided to victims of violent crimes against the person without means-testing, so that all assistance is free of charge and available regardless of income and wealth;
- the previous 3-month deadline for claiming compensation has been extended to 1 year, and a preliminary offer can be submitted to the deciding authority to prove the damage;
- the time limit for applying for immediate financial assistance has also been increased: it is now possible to apply within 8 days of the crime being committed.

It is also important to note that from 1 January 2024, **interpretation services for victims have been introduced.**²¹

Health care for abused women (primary, specialised and specialist care) **is provided** by the National Health Insurance Fund without a referral. Under the compulsory social insurance scheme, all providers participate in this care under a contract with the National Health Insurance Fund Manager.

Human trafficking is strongly linked to factors related to gender dimensions. Between 2020 and 2024, the **fight against human trafficking in Hungary was supported by a separate national strategy and related action plans** (Government Decree 1046/2020 and Government Decree 1228/2022). The strategy and related action plans are based on the four pillars of the "**4P**" **paradigm**: prevent trafficking in human persons, protect and assist its victims, prosecute its perpetrators and strengthen partnership.

The two Government Decisions allocated 609.5 million HUF (16699307, 20 USD) for the period 2020-2021 and an additional 353 million HUF (967162, 50 USD) for the period 2022-2023 to implement the Strategy. In addition, each ministry and other state bodies will implement the measures from their own budgets. As highlighted in the Action Plans, some other programmes are co-financed by the European Union through domestic co-financing, and from 2023 financial support from the Swiss-Hungarian Cooperation Programme II will be available to further enhance the fight against human trafficking.

3. Strengthening women and girls' participation in STEM fields

In the past five years there have been many programmes intended to increase women and girls' participation in STEM fields. These programmes are the following: **Let's Teach for Hungary**

²⁰ <https://net.jogtar.hu/jogszabaly?docid=a0500135.tv>

²¹ <https://net.jogtar.hu/jogszabaly?docid=a0500135.tv>

programme, Free career orientation system, "STEMpoint" Complex Career Guidance and Talent Management Programme

Furthermore, The Ministry of Culture and Innovation supports initiatives like **Girls' Day** and **TechCsajok**. Although these programs are not directly financed by the Ministry, they are supported by the ministry, which is manifested in the participation of the heads of units/heads of departments of the ministry and public speeches at the events.

(For further information on the programmes please see Question 13.)

4. Gender-responsive social protection

Family policies that contribute to supporting women

▪ Student Loan Allowances for mothers

Student loan allowance helps women who have children during their studies. From the 1st of January 2018, women with student loan debt can suspend the repayment for 3 years when they are pregnant with their **first child** from the third month of the pregnancy. When they are pregnant with their **second child**, the repayment can also be suspended for 3 years from the 3rd month of the pregnancy, and after the birth of the child 50% of the remaining debt is written off. After the birth of the **third child**, the remaining debt is completely written off.

From 1 January 2023, **mothers under 30 years of age** who give birth to a child during or within 2 years of completing their higher education studies will have their entire student loan debt cancelled at once.

▪ CSED 100 (infant care fee): insured mothers receive a higher amount of benefits during maternity leave

From 1 July 2021, we have introduced the infant care fee 100 initiative. The rate of the infant care fee has risen from 70% to 100%, as a result of which the mother can receive more money in the six months following the birth of the child than the amount she had earned before having a child.

▪ Complete exemption from personal income tax for women with four or more children

From 1 January, 2020, all women with at least four children are completely exempt from personal income tax (15% currently). This exemption concerns income derived from employment. This benefit is also available for mothers whose children are adults.

▪ Tax relief for young mothers

From 1 January, 2023, mothers who give birth to their child before their 30th birthday will be exempt from paying personal income tax until they turn 30. Single, married and cohabiting mothers can all benefit from the discount.

If the expectant or childbearing/adoptive mother has not yet reached the age of 25, she is entitled to the tax exemption for young people under 25 and can only claim the benefit for mothers under 30 after the age of 25.

Supporting older women

▪ Women 40 program

From 1st January 2011, a preferential old-age pension scheme was introduced for women with an at least 40-year entitlement period with a full-amount entitlement regardless of their age. The aim of this measure is to acknowledge the multiple load on women (family and labour market) as well as their engagement and give an opportunity for grandmothers to provide active help to their children, to young

mothers re-entering the labour market, primarily in looking after their grandchildren. Since 2011, nearly 335,000 women had the opportunity to retire after the 40-year eligibility period.

We are spending EUR 1.2 billion/ USD 1.2 billion (HUF 441 billion) on the Women 40 program in 2023 from the central budget.

5. Women's entrepreneurship and women's enterprises

One of the target group of the "**National Entrepreneurial Mentoring Program**" are **women entrepreneurs**. The programme provides entrepreneurial mentors to assist the work of businesses on the verge of development, acting as their mentors. Additionally, to promote female entrepreneurship, the **Foundation for Small Enterprise Economic Development** (hereinafter: SEED) – founded by ministries, business associations, a university and a credit institution – has been operating various programs including the "**Dobbantó' Female Entrepreneurial Program**". Since 2019, SEED in consortium with the Professional Women's Association (hereinafter: PWA) launches a call for applications each year to identify the most successful female entrepreneurial/managerial role models ("**Female Manager of the Year**")²².

(For further information please see Question 6.)

Challenges and setbacks:

Hungarian NGO's, such as the Hungarian Women's Lobby have emphasized – inter alia – that data collection methods could be improved, especially harmonization of data collection methods by different authorities/institutions. They have also pointed out that no national strategy or action plan exists on preventing and combating all forms of violence against women and that there's no specific body for women's rights issues within the parliamentary structure.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses (2 pages max.).

In the online survey, you will be asked to select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:

- Women and girls living in remote and rural areas
- Indigenous women and girls
- Women and girls marginalized on account of race, ethnicity and/or caste
- Religious minority women and girls
- Women and girls with disabilities
- Women and girls living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Younger women
- Older women
- Migrant women and girls

²² <https://www.ohchr.org/sites/default/files/documents/issues/women/wrgs/followup/hungary-provision-information-implementation-recommendations-discrimination-against-women-girls.pdf>

- Refugee and internally displaced women and girls
- Women and girls in humanitarian settings
- Other, please specify
- None of the above

Supporting Roma women and girls

▪ **Hungarian National Social Inclusion Strategy 2030**

The Hungarian **National Social Inclusion Strategy 2030** (hereinafter referred to as the Strategy) was adopted by the Hungarian Government in 2021. The Strategy is a direct continuation of the previous Strategy adopted in 2011 and revised in 2014. Its aim is to identify and present the social challenges related to poverty, taking into account social science researches and specific statistics. Based on these findings, the Strategy identifies the main directions of reducing social disadvantages resulting from poverty, which have a major impact on the Roma population in Hungary (Roma women in particular), by 2030.

The horizontal aspect of the Hungarian National Social Inclusion Strategy 2030 is to improve the situation of Roma women. In the vision of the strategy, further increasing the employment of disadvantaged women, including Roma women, in social, health, educational and other public services appears as a priority sub-goal. The planned development is also included in the first action plan of the Strategy (Government Resolution 1619/2021 (IX. 3.)):

In order to improve the labour market situation of Roma women and strengthen their social esteem, the employment programs aimed at Roma women must be continued. When choosing employment areas, priority should be given to those sectors in which the employment of Roma women serves significant social needs and results in the respect of the community.

The National Social Inclusion Strategy is in line with the EU Roma Strategic framework. Therefore, it identifies several intervention areas, including: birth and childhood, public education, vocational training, higher education, employment and occupation, territorial inequalities and settlement development, physical and mental health, health care, Roma identity, and community building. The Strategy specifically identifies the challenges for Roma women in education, employment, and health care, with related training measures embedded in employment.

In order to implement this idea we initiated a programme titled “*Better opportunities for women*” (see more details below) in the field of public services.

▪ **Opportunity-creating kindergarten program**

The Opportunity-creating kindergarten project (implemented in the 2014-2020 EU programming period) strengthened the kindergartens educating disadvantaged children, including Roma children, in order to ensure that they are suitable for high-quality pedagogical work during compulsory kindergarten education from the age of 3. In the period between 2016 and 2020, the project provided services, support, and the opportunity to purchase equipment, network, and exchange experiences to 570 kindergartens and 20,100 children.

Within the framework of the project, Roma nannies speaking the Gypsy/Roma language were able to work in 65 kindergartens, who helped the kindergarten teachers in communicating with families, strengthening the relationship between parents and the kindergarten, and conveying Romani traditions. The nannies of Roma origin were able to address the Gypsy/Roma children attending the kindergarten in the language spoken by the Gypsies/Roma (Beás, Romani), who thus had a more successful integration into the kindergarten community. After the completion of the project, 21 Roma nannies became long-term employees of the kindergartens. The project will continue according to our plans in the 2021-2027 programming period.

Since 2011, our Strategies have continuously set the objective of providing locally available quality services to support and assist children in need, and to upgrade their living conditions. It means not only improving existing services but also developing and integrating new services.

The target group of services is children and their families.

There are currently three new institutions in the Hungarian care system:

- **Sure Start Children's Centres,**
- **“Tanodas”** (study halls for after-school education) and
- **Roma Boarding Schools** (also known as Roma Specialised Boarding Schools).

Since 2019, the service for prevention of dropping-out and support for children's success in school called "*Tanoda*" has been operating in accordance with the national legislation, and it is continuously covered by the national budget.

Sure Start Children's Centres, financed by the national budget, were established in disadvantaged, service-deficient settlements, to target disadvantaged, particularly Roma families. Parents (mostly mothers) of children aged 0-3 can use the service together with their children, with a focus on the child's development while also placing significant emphasis on the mother. The services provided include:

- nursing, medical, dietetic, and other health counselling for parents, as well as organising group discussions with professionals,
- recommending the use of nursing care, other health services, as well as social and child welfare services,
- assisting in family planning education, preventing threatened miscarriages, helping expectant mothers prepare for childbirth, and providing laundry, drying, and hygiene facilities.

Since 2019, the number of **Sure Start Children's Centres** has significantly increased.

It is also to be mentioned that in February 2019, the Hungarian Government launched a comprehensive programme aiming at the development of the 300 settlements which are the most disadvantaged. The **“Catching-up Settlements”** programme focuses on children – involving their families and the women close to them - primarily so they have a chance to live a different life from their parents.

On 5 April 2023, the Committee of Ministers adopted a new Recommendation to the 46 Member States of the Council of Europe to ensure substantive participation, representation and inclusion of Roma youth in all spheres of society and decision-making processes, and well as to combat structural racism. All policies, measures and programmes related to this recommendation should respect the diversity of Roma communities addressing, in particular, the intersectional discrimination faced by Roma girls and, Roma women.

The Youth Department under the Deputy State Secretariat for Youth was part of the Drafting group for the English text and when it got adopted the Department organized a working group to translate the recommendation into Hungarian, therefore it is available at the website of the Council of Europe. : <https://rm.coe.int/miniszteri-bizottsag-ajanlasi-a-tagallamok-reszere-a-roma-fiatalok/1680af3514>

Other national minorities in Hungary are the Bulgarians, Greeks, Croatians, Poles, Germans, Armenians, Romanians, Rusyns, Serbs, Slovaks, Slovenes and Ukrainians. The situation of these communities living in Hungary – due to their economic and social internal and external environment is largely the same as that of the majority, so their discrimination is not typical.

Supporting refugees

Since 24 February 2022, the escalation of the war in Ukraine has put Hungary under significant migratory pressure. Hungary provides all refugees in need with adequate accommodation, care and information about their rights and opportunities. Assistance points at border crossings were set up at the end of February. On 21 March, a large humanitarian transit centre was opened in Budapest (in the so-called BOK Hall), providing the widest possible range of services for refugees.

The government was working closely with aid organisations in these reception centres; members of the Charity Council, which brings together the largest NGOs, received €7.5 million in emergency funding from the state budget at the start of the crisis. Similarly, Hungary has committed a significant amount of €16.5 million until the end of 2022 to address the humanitarian crisis on the Ukrainian side of the border. The €3 million raised by the "Bridge for Transcarpathia" initiative shows the solidarity of Hungarian society.

According to the Ministry of Interior measures taken in the field of employment can be considered as good practice: asylum seekers or applicants for recognition are entitled to work on the territory of Hungary without a permit, including through temporary agency work, and can also participate in the public employment scheme. Most beneficiaries of temporary protection are skilled, so that Ukrainian asylum seekers are characterised by a willingness to work.

In public education, children have been integrated in institutions, and associations and humanitarian organisations provide programmes during the summer holidays. In higher education, special scholarship programmes and other forms of support have been introduced. The government has provided schooling for children of war refugees from Ukraine. The government has opened up the possibility for them to apply for Hungarian school-leaving examinations, or to change their previous application, and has ensured that they can sit for school-leaving examinations in Hungary free of charge. In addition to compulsory schooling, it has provided individual Hungarian language tuition for 5 afternoons a week for the pupils concerned, and has provided additional funding for schools, public education and vocational training institutions hosting refugees from Ukraine.

In terms of integration, we consider employment opportunities, the provision of education for children and language learning to be crucial. This can be achieved through cooperation between public and social actors. Without knowledge of the host country's language, integration takes longer, entry into the labour market is more difficult and social integration is therefore the key issue

A total of 26 Ukrainian health workers, 19 doctors, 6 health workers and one physicist were employed in 16 health institutions in 12 specialties as of October 2023.

Health Care Services

When huge number of refugees started to flee from Ukraine to Hungary, the government acted promptly and provided same healthcare for refugees as for Hungarians on a national level.

The refugee children (traumatized and disabled) are prioritized regarding hospital treatment. The actors are the social and health care institutions of the country. To facilitate the implementation of those rules the government carried out laws which have the power to ensure that women, mothers and children who are refugees will get the same treatment as Hungarians.

Refugees and migrants remain among the most vulnerable members of society faced often with poor living conditions; and inadequate access to health services, despite frequently occurring physical and mental health problems.

For those in need entitlement to healthcare services are provided and the social security compensation is paid by the local government. To improve access to health care for disadvantaged, special programmes were initiated. Providing a comprehensive set of primary health care services that are high quality, safe, integrated, accessible, available and affordable for everyone everywhere, with effective referral systems to secondary and tertiary care. Primary care is provided by physicians with territorial care obligations for accommodated Ukrainian refugees.

Established governmental public health institutions and services available for support and health promotion, especially for mental and social support.

In the health care system, particular attention is given to sexual and reproductive health and the protection of women, mothers and children in the care of refugees.

Refugee women, expectant mothers or mothers and children are entitled to a wide range of health care, including maternity care and obstetric care, and, under the conditions laid down in the Protection of Fetal Life Act, to an intervention to terminate a pregnancy (abortion).

Family Protection Service counselling sessions to educate about reproductive health and contraception, furthermore receiving information for helping to make a responsible decision in case of termination of pregnancy or to protect the life of the foetus.

Midwives take care of the sheltered refugees women and mothers living in the district on a case-by-case basis.

In June 2022, the former National Public Health Centre's Public Health Unit prepared an information note for the Family Protection Services on "Information on documents for applicants for temporary protection from Ukraine" (file number 15355-5/2022/ECIG), in view of the fact that persons seeking temporary protection from Ukraine have also come to their consultations with the intention of terminating their pregnancy.

Ensuring childcare services

1. Based on the regulations in force for decades of the Act XXXI of 1997 on the protection of children and guardianship administration, children with long-term residence permit or accepted legal status, as well as children recognized by the Hungarian authorities as refugees, protected persons, or stateless persons, are entitled to nursery care under the same conditions as Hungarian citizens.

2. Through the legislation adopted in the framework of the emergency declared in light of the armed conflict and humanitarian disaster in Ukraine (and in order to avert the consequences of these factors), Hungary has created the legal basis for the minor children of individuals with temporary protection who are fleeing from Ukraine to be entitled to receive nursery care under the same conditions as Hungarian citizens; thus helping the integration of the parents concerned into the labour market.

In addition, their children are entitled to free (day-care and holiday) meals for up to 6 months if they apply for such care. After 6 months, they are entitled to free meals if they meet the conditions laid down

in the Child Protection Act. So far, the number of families under temporary protection who have requested nursery care for their young children is minimal.

3. Moreover, in light of the emergency situation, childcare may be established on the basis of Government Decree 147/2022 (IV. 14.) on the provision of childcare to accompanied children from Ukraine in terms of

- a. Ukrainian citizens/third country nationals/refugees without legal status fleeing from Ukraine,
- b. Persons with Ukrainian-Hungarian dual citizenship who arrived in Hungary from Ukraine on or after 24 February 2022, or
- c. Applicants for temporary protection for the care of minor children.

This childcare may be organised in a community shelter for the purpose of providing care for individuals with or who ask for temporary protection or by an employer of with whom the parent (individual with or who applies for temporary protection or has a dual citizenship) concerned has an employment relationship in Hungary.

Childcare may be provided for the purpose of looking after a child up to the age of 14, no more than between 6 a.m. and 6 p.m. on working days.

Childcare may be provided by a person appointed by the childcare provider. As far as possible, a person from the territory of Ukraine who is with/asks for temporary protection or dual nationality may be appointed as a child minder. If no such suitable person is available, another person may be appointed.

4. In the case of "children from a migrant background or belonging to a minority ethnic group" covered by the Council Recommendation, the situation of children arriving in Hungary since 24 February 2022 and fleeing from Ukraine are handled with special care.

On 7 March 2022, the Government adopted a decree on the rules for persons recognised as beneficiaries of temporary protection, on the basis of which Hungary grants temporary protection as refugees of Ukrainian citizens arriving from Ukraine before 24 February 2022; stateless persons or non-Ukrainian third-country nationals who have been granted international protection or equivalent national protection in Ukraine, or family members of such persons. On the base of their Hungarian nationality all benefits social and healthcare granted for refugees arriving from Ukraine, in particular originally permanent resident of Ukraine and or arrived from Ukraine and became Hungarian citizen on or after 24 February 2022.

Religious minorities

The Fundamental Law of Hungary ensures equal rights for everyone regardless of their gender and religion, and it specifically declares equal rights for men and women, too. Besides that, it also ensures the fundamental right of freedom of conscience and religion for everyone individually and at the community level, too. Taking the above into account, women belonging to religious minorities in Hungary are not subject to any legal disadvantages (e.g. on the one hand, they cannot be forced to wear religious symbols, on the other hand, their related rights cannot be restricted), therefore there was no need to take special measures in this regard in the last five years.

Women and girls living with HIV/AIDS

Hungary is one of the countries which has low HIV prevalence, low case numbers. Professional coordination ensures that the infection rate stays on a low level. The data is encouraging, good practices are achieved, especially in the case of the maternal distribution, which is extremely low (10 case in 37 years). Healthcare services' continuity is a priority. In Hungary, the following stigma-reducing factors can be considered in the diagnosis and care of HIV patients:

- HIV screening can be done anonymously
- HIV screening is free of charge if necessary
- HIV counselling is provided free of charge at the time of the blood test or when the (positive) result is received
- in case of a positive result, admission to care

The hesitancy of being screened, consequently the lack of diagnosis, is an epidemiological risk.

The stress associated with HIV infection can affect the mental health of the patient. People living with HIV are more likely to develop mood, anxiety, and cognitive disorders. Depression is one of the most common mental health conditions which affects them. Higher levels of depressive symptoms are associated with poorer physical quality of life, which causes the disease to progress.

For the people infected, there are non-governmental organisations to help, alongside with other organisations dealing with discrimination, stigmatisation and patients' rights: the Háttér Society, Pozitív Élet Alapítvány (Positive Life Foundation), Retropajzs Egyesület (Retro-shield Association), the Anonymous AIDS Screening and Counselling Service. Also there are currently 8 legislations in force dealing with HIV.

From a health care point of view, primary care, inpatient hospital care and specialised outpatient care are available for all.

Women living in rural areas

The Union of Hungarian Women Association (UHW) is a non-profit organization that primarily addresses women in the countryside. Their mission is to create and maintain active communication channels between women and policy makers, chambers, state institutions and other non-governmental organizations nationwide, as well as playing a mentoring, coordinating and advocating role. The main goal of UHW is **to encourage Hungarian rural women to embrace their role in the family, to improve their quality of life, to protect their physical and mental health, and to inspire them to become entrepreneurs.** Their projects include – inter alia – the following: In 2023, for the ninth time, they have organized their international conference in 9 rural venues in total for UN International Day of Rural Women. They set up 3 Family Career Points in the framework of an EFOP tender and they have been organizing in cooperation with the Ministry of Agriculture, the annual conference series "The added value of women in agriculture" since 2016. They have regular professional participation in the National Agricultural and Food Exhibition and Fair (OMÉK). They have been supporting the work of the European Institute for Gender Equality (EIGE) as a specialist since 2017.

UHW as the only Hungarian partner implemented the complex program FAO REU LOA 2019/22 in cooperation with FAO, offering an online educational platform and a forum for practical publications for women entrepreneurs in agriculture https://mnunio.hu/palyazataink/fao_1679324188

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

In the narrative report, please give concrete examples of the effects of different crises on specific critical areas of concern and of measures your country has taken to prevent a reversal of progress and respond in a gender-responsive manner (1 page max.).

In the online survey, you will be asked to select the crises that have affected the implementation of the BPfA in your country over the past five years:

- COVID-19 and other pandemics
- Food and fuel crisis
- Debt crisis
- Armed conflict
- Climate crisis
- Care crisis
- Backlash on gender equality
- Other crises, please specify
- None of the above

The economic consequences of the Covid-19 pandemic have also had an impact on labour market developments. Employment levels started to increase again from May 2020, peaking at high levels during the summer months. Compared to the first quarter of the year, the number of employed people decreased by 50,000 in the second quarter, but increased by 71,000 between July and September with the reopening of the country. The conditions of work have also changed: teleworking and home office have become popular. Overall, employment of both sexes decreased in 2020, with the rate for men decreasing by 0.3 percentage points compared to the previous year to 77.1% and for women by 0.3 percentage points to 66.8% (compared to 2019 according to the new methodology)²³. Despite the economic consequences of the Covid-19 pandemic, significant changes occurred in the domestic labour market during 2021: the number of unemployed decreased; employment increased, mainly in the primary labour market. Overall, employment of both sexes increased in 2021, with the rate for men increasing by 0.9 percentage points compared to the previous year to 77.9% and for women by 1.4 percentage points to 68.2%²⁴

During the **Covid-19 pandemic**, the amenities provided by the Community Spaces, as defined by the Hungarian National Social Inclusion Strategy 2030, such as laundry and personal hygiene facilities, remained available. Additionally, opportunity-enhancing services (Sure Start Children's Centres, “Tanodas”) continued to operate. In 2020, the providers of “Tanodas” received further assistance in the form of equipment support. The aim of this measure was to provide digital devices to pupils attending “Tanodas” so that they could participate in digital education.

(For further information please see Question 13.)

The Ukrainian situation is a new challenge in this region. Fleeing the conflict, 1,311,598 people have arrived in Hungary, but only a small fraction of them intends to stay. A comprehensive support within the framework of Hungarian healthcare system is provided.

Relating to Hungary’s social policy, some of the services provided by the Hungarian National Social Inclusion Strategy 2030 have become available for refugees from Ukraine, due to the humanitarian catastrophe in our neighbouring country. According to the relevant Government decree, during the state of emergency, refugees who are responsible for minors are entitled to benefit from the services of the Sure Start Children's Centres under the same conditions as Hungarian citizens. Sure Start Children's Centres are institutions providing services to enhance children’s opportunity of a better life. They receive children aged 0-3 with their parents. In addition to activities for children, it provides personality and competence development for parents, transfer of knowledge necessary for childcare, personal hygiene and household management, as well as other preventive programmes and services. A total of

²³ <https://www.ksh.hu/docs/hun/xftp/idoszaki/mpf/mpf204/index.html>

²⁴ <https://www.ksh.hu/docs/hun/xftp/idoszaki/mpf/mpf214/index.html>

46 Sure Start Children's Centres have been involved in providing assistance to refugees and their children.

In Hungary, for everyone (citizen or refugee) with PTSD (Post Traumatic Stress Disorder) caused mental health problems are treated at every level of the whole healthcare system.

With the arrival of abused girls and women, it has been facilitated and accelerated. In the last two years in particular, 16 elective abortions (for non-medical reasons) have had to be performed among refugees.

Special outpatient and inpatient hospital care in urgent need is provided. The National Institute of Oncology's Comprehensive Cancer Centre opened an extra ward to provide medical and pharmaceutical treatment. Észak-Pesti Centrumkórház-Honvédkórház provides healthcare for the wounded.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

In the narrative report, please provide brief reflections on how you plan to address these priorities. In doing so, countries are encouraged to reflect on how their future actions will build on lessons learned from past successes and setbacks (3 – 5 pages).

In the online survey, you will be asked to choose up to five priorities from the list below:

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Promoting gender equality as part of environmental sustainability, climate change adaptation and mitigation strategies
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing discriminatory social norms and gender stereotypes
- Other, please specify
- None of the above

Women's policy is also part of our national family policy, as we approach the issue of equality between women and men from the family perspective. As stated earlier, 72% Hungarian women are raising or have raised children, so the issues and problems related to being a woman are linked to the issues of partnership, having children and family. We strive to harmonise Hungarian family and women's policies, to create equality and balance between women and men, and to work harmoniously together, because

we believe that this is the way to create social equality and the well-being of both sexes and the family in a broad sense, and to ensure the long-term sustainability of society, as supported by numerous studies.

The demographic situation of the country cannot be ignored, which is a determining factor in the various policies and the resulting decisions and measures – including our women's policy, which will therefore continue to focus on the reconciliation of family life and the world of work in the coming years, in order to eliminate obstacles to childbearing and ensure the possibility of having the desired and planned children.

Reconciling the two most important areas of our daily lives, the family and the workplace, is a fundamental objective that is crucial for Hungary, not only in terms of achieving social equality between women and men, but also from other social and economic points of view. It is a proven fact that the reconciliation and interdependence of these two areas has a significant impact on demographic indicators and employment levels. In welfare states where it is possible to achieve a harmonious balance between value-added work and family life, the number of children born is much higher.

Strengthening the Role of Women in the Family and Society (2021-2030) Action Plan

The Strengthening the Role of Women in the Family and Society (2021-2030) Action Plan was elaborated by a working group of experts and consulted with several partners and was accepted by Governmental Decision 1685/2020. The so-called Action Plan is responsible for carrying out the activities, emphasizing that the content of the Action Plan and the related annual implementation plan is developed and monitored in close cooperation with the Thematic Working Group on Women's Rights. The Action Plan covers the areas of **better reconciliation of family life and work; empowering women in areas, where they are underrepresented; creating equal economic, health and social protection for women and men.**

The Action Plan sets out a series of targets for the next almost ten years. These plans include research on supporting the reconciling of family life and work, on women's "invisible, unpaid" work; the widespread dissemination of family and child-friendly environments; and promoting women's leadership in the business sector. Plans include supporting women's entrepreneurship through vocational programmes, promoting health awareness among disadvantaged women, especially Roma women, and encouraging their participation in organised public health screenings. Launching further family-friendly maternity and hospital tenders is also included in the plans.

The Action Plan identifies **three general objectives with sub-goals:**

1. Further supporting the reconciliation of family life and employment, which is proposed to be achieved through the following specific measures:

- a) Promoting the division of labour between men and women
- b) Equal sharing of unpaid household and care tasks between men and women
- c) Balancing work and family life for women and men regarding parental leave
- d) Providing state and employer assistance in caregiving tasks
- e) Mind-set shaping in education
- f) Mind-set shaping in corporate behaviour
- g) Creating a family- and child-friendly environment

2. Facilitating women's participation in areas where it is currently low. The following steps are proposed to achieve this goal:

- b) Supporting women becoming a leader in the economic - corporate sector
- d) Supporting girls and women's orientation towards STEM careers, reducing their dropout rate

e) Developing the digital competences of female students and workers

3. Creating equal economic, health, and social protection for women and men, proposed to be achieved through the following measures:

- a) Supporting the employment of women caring for children under 6 years old
- b) Reducing the gender pay gap
- c) Reducing the specific poverty risks (especially related to childbirth and childcare, family status, number of children, health status, and caregiving for the sick and elderly) faced by women (in employment, social security, unemployment, healthcare and social services, as well as in the field of digitalization)

The Action Plan working group – based on government decree 182/2022 (V. 24) is led by the Deputy State Secretary for Family Affairs of the Ministry of Culture and Innovation.

The Ministry of Culture and Innovation leads the Action Plan Working Group on Strengthening the Role of Women in the Family and Society (2021-2030) Action Plan. This working group

- develops plans of measures for two-year periods which are adopted by government decree
- discusses and monitors the implementation of the plans of measures for two-year periods and the status of current measures, with particular reference to predefined indicators, with the involvement of policies, civil society organizations and social partners;
- learns about the effectiveness of individual programs with the help of interim measurements.

In the case of the **Plans of measures for two-year periods**, a progress report is prepared for the working group, which incorporates its experiences during the planning of the measures for the next two years. The content of the Action Plan and related plans of measures is developed, monitored and reviewed in close cooperation with the Thematic Working Group Responsible for Women's Rights.

The Thematic Working Group on women's rights²⁵ includes 20 civil society organisations and a further 23 organisations participate as invitees. The 20 + 23 organisations are listed in the Action Plan Chapter III. Furthermore, the Office of the Commissioner for Fundamental Rights, the Directorate General for Equal Treatment, the Central Statistical Office, the National Authority for Data Protection and Freedom of Information, the Integrated Legal Protection Service, the Hungarian Trade Union Confederation, the Democratic Trade Union of Health Care Workers, the National Association of Entrepreneurs and Employers one representative of each ministries, as well as at least one representative from the Secretariat of the Working Group on Human Rights participate in the meetings as permanent invitees.

The Action Plan and the plan of measures for the years 2023-2024 are available at:

<https://kormany.hu/dokumentumtar/a-nok-szerepenek-erositese-a-csaladban-es-a-tarsadalomban-20212030-akcioterv>

Further measures, future plans, projects, strategies:

- National Strategy for Research, Development and Innovation 2024
Ensuring gender equality in the research and innovation system is one of the horizontal objectives of the new **National Strategy for Research, Development and Innovation 2024**. The strategy aims to promote and recognise women's excellence in science and innovation in a number of ways. One of the priority objectives of the 2024 Programme Strategy of the National Research, Development and Innovation (**NRDI**) Fund is to contribute to the **improvement of Hungarian**

²⁵ <https://emberijogok.kormany.hu/nok-jogaiert-felelos-tematikus-munkacsoport>

innovation results in the field of human resources, including the improvement of the situation of women (number of researchers, number of doctoral students, number of students in higher education STEM fields).

From 2024, the OTKA programme, which has been supporting Hungarian scientific research for almost four decades, continues under the name **National Research Excellence Programme**. In this Programme **HUF 19 billion of funding is available, the allocation of which** – based on the recommendation of international peer review bodies – **will be decided by the newly established Research Excellence Council, headed by Ferenc Krausz, Nobel Prize-winning Hungarian physicist**.

The mission of the Research Excellence Council is to develop attractive research careers for young, talented Hungarian researchers, **with special regard to women**. **Postdoctoral Excellence Programme** and the **Young Investigators Programme**, funded by the **National Research, Development and Innovation Fund**, support young women researchers and grants can be used to apply for age-rating reductions for researchers with children.

- Safeguarding the mental health of workers - The National Policy on Occupational Health and Safety (2024-2027)

The National Policy on Occupational Health and Safety sets out in its strategic objectives a specific section on psychosocial risks, in order to identify, prevent and reduce risks. The aim is to assess, manage and prevent stress at work in order to safeguard the mental health of workers, through methodological assessment and reassessment and interventions to reduce the stress levels of the workers concerned. There is a need for the widest possible use of workplace stress management methods and workplace protocols to help restore/maintain the health of workers with or at risk of mental health problems. It is important to encourage workers and employers to learn and use effective coping strategies.

- Increasing the share of students studying in the STEM field

From 2024, the higher education admissions system will be transformed. Higher education institutions will decide themselves how to allocate 100 points to applicants within a 500-point limit. The higher education institution may, among other things, organise an entrance examination or a competency test within the 100 points. The higher education institution chooses the subjects and the level of the subjects to be taken into account for the calculation of the baccalaureate points on the basis of the matrix. The higher education institution may determine the minimum number of points for admission to the degree programme, which may differ from the current minimum of 240 points for general higher education, 280 points for bachelor's and master's programmes and 280 points for advanced studies. The higher education institution may decide to take a specific (fifth) secondary school subject into account in the calculation of the academic points.

- Health professional guideline - on support for smoking cessation was published **on 30 January 2024 for a period of 3 years, which aims to help expectant mothers** on this matter.

The same smoking cessation support strategy is effective for both women and men, therefore, with the exception of pregnant women, the same procedure should be followed for women as for men. **Expectant mothers appear as a group at special risk**: due to the harmful effects of smoking on pregnant women and the foetus, pregnant women should be provided with **psychosocial cessation support** beyond the minimal intervention related to cessation support. A pregnant mother who

smokes represents a special risk condition, who meets the network of nurses in the care system, as well as the specialists of the maternity clinics and maternity wards.

Due to Hungary's legislation, the nurse is responsible for teaching the mother how to have a healthy lifestyle, so the child grows up in good health. In certain life situations, the nurse may be the closest person to the families - referencing to the child's interests can be a very effective motivational factor in stopping smoking, primarily for the mother, but also for other family members. The nurse implements the short intervention to help the parents quit smoking, and recommends the pregnant parent/ families with young children/pregnant adolescent to use intensive quitting support and/or turn to telephone counselling. Before being discharged from the hospital and during family visits at home after the baby is born, postpartum counselling for both parents should include relapse prevention. Handing out information leaflets and repeated attempts to convince the parent(s) to quit have also been shown to be useful in relapse prevention and promotion of giving up this addiction in this risk group.

In the case of underage children, this topic is mainly addressed by the school nurse. Their primary task is to prevent addiction and recommend ways to support quitting within the framework of health promotion activities.

Section Three: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. Where appropriate, please also report on your engagement or intention to engage in the Global Accelerator on Jobs and Social Protection. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive job creation and active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other, please specify: Supporting employment of Roma women
- None of the above

In Hungary, the legal framework is in place for the implementation of equal treatment requirements, especially with regard to remuneration for work, and our laws regulate the implementation of non-discrimination in accordance with international standards, and legal remedies are available in the event of its violation.

Equal pay legislation

In view of Article 157 of the Treaty on the Functioning of the European Union and the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 implementing the principle of equal opportunities and equal treatment between women and men, several pieces of legislation together ensure the implementation of the principle of equal pay for equal work under the Hungarian law.

To meet the requirement of equal treatment, in particular, to ensure equality of remuneration, the Hungarian legislation comprises the following important elements:

The Fundamental Law is, of course, the basis, and highest level, of Hungarian regulation. Article XV (3) stipulates that '*women and men shall have equal rights*'. Equal opportunities and social inclusion are promoted by specific measures, including: '*By means of separate measures, Hungary shall help to achieve equality of opportunity and social inclusion. By means of separate measures, Hungary shall protect families, children, women, the elderly and those living with disabilities*'.

The Civil Code prohibits discrimination in the context of personal rights. In the context of the general protection of personality rights it stipulates that everyone shall respect human dignity and the personality rights derived from it and that personality rights are protected by law.

Detailed rules on the prohibition of negative discrimination against persons are laid down in the Equality Act.

Section 8 (a) of the Equality Act stipulates that a person's sex falls within the scope of the protected characteristics specified by law and any direct or indirect discrimination, harassment, unlawful segregation or retaliation based on that sex violates the requirement of equal treatment.

Moreover, the enforcement of the requirement of equal treatment in the field of employment is specifically addressed in Chapter III. In Article 21(f) it specifically declares that discrimination in the determination of wages constitutes a violation of equal treatment.

‘Violation of the principle of equal treatment shall occur in particular where an employer discriminates, either directly or indirectly, against an employee, in particular in the course of determining or applying any of the following provisions:

(...)

f) in the establishment of, and arrangements for, any benefit provided on the basis of an occupational relationship or other employment-related relationship, including, in particular the wage as defined in section 12 (2) of Act I of 2012 on the Labor Code; (...).’

The relevant provisions of the Labor Code are laid down in its Section 12 which stipulates the following: *‘In connection with employment relationships, including, in particular, remuneration for work, the principle of equal treatment shall be observed. Remedying the consequences of any breach of this requirement may not result in any violation of, or harm to, the rights of other workers. (2) For the purposes of Subsection (1), ‘wage’ shall mean any remuneration provided directly or indirectly in cash or in kind, based on the employment relationship. (3) The equal value of work for the purposes of the principle of equal treatment shall be determined based on the nature of the work performed, its quality and quantity, working conditions, the required vocational training, physical or intellectual efforts expended, experience, responsibilities and labour market conditions.’*

In regard to ensuring equal remuneration, it is also important that the minimum wage and the guaranteed wage minimum are set by a government decree every year, and that salary and promotion systems and career paths in the public sector are regulated by a generally applicable law without any discrimination between the sexes.

Gender-responsive active labour market policies

In the case of the labor market programs realized from domestic sources in the last five years, active labour market policies (ALMP's) aiming the improvement of access to the labor market of disadvantaged groups for any reason (- gender, territorial, demographic, educational) - and the activation of the inactive workforce were the priority. To this end, the activities of the Public Employment Service (hereinafter: PES) were aimed at helping the mobility of jobseekers (travel and housing support, workers' hostel construction program), and providing tools available to disadvantaged people (nursery support, wage support to promote the employment of severely disadvantaged workers).

- **A new ALMP, Complex placement support for long-term unemployment (LTU):**

The target of this ALMP are long term unemployed people, who – among other conditions -work in a Member State in a sector or profession in which the difference in the distribution of the two sexes is at least 25% higher than the average difference characteristic of all economic sectors of the Member State as a whole, and who belong to the underrepresented gender.

In the frame of EDIOP-5.3.11-18-2018-00001 the Hungarian State Treasury provided non-refundable support to foster the **return to the labour market of parents raising small children**. The disbursement of the aid was ensured throughout the country, through European Union funding in the less developed regions, and domestic budget resources (NFA) in the Central Hungarian Region. As part of the support, the Treasury provided support up to a maximum of HUF 40,000 per month as for personal reimbursement fee of non-municipally maintained family nurseries, workplace nurseries, nurseries, mini nurseries, and daytime childcare. The program has been finished in October 2023, but is to be continued under the HRDOP Plus scheme.

(For further information please see “Development of nursery care” under Question 7.)

- **Programmes operated by the Foundation for Small Enterprise Economic Development (SEED)**

To promote female entrepreneurship, the Foundation for Small Enterprise Economic Development (SEED) – founded by ministries, business associations, a university and a credit institution – has been operating various programs, as presented below:

- ***‘Dobbantó’ Female Entrepreneurial Program***

This competence development program, supported by MKB Bank, is a twelve-day-long training for the female entrepreneurs and for those who aim to establish an enterprise. The program’s goal is to equip the participants with solid entrepreneurial knowledge and help build a network. Usually 20 women are participating in a course, selected from a 2.5–3 times oversubscription of applicants. In the past 12 years, SEED has trained about 500 female entrepreneurs, most of them still being active members of the entrepreneurship network. Taking into account the attendees in club events, altogether 2,000 entrepreneurs participated in this program.

In 2014, the European Training Foundation and the European Institute For Gender Equality (EIGE) included the program in the 12 European ‘Best Practice’. A short video introductory video is available at https://youtu.be/9uI_e3Fg_X8.

- ***Online Business Model Canvas workshops***

This is an 8-hour intensive workshop leading through the steps of creating a Business Model.

- ***Quick IT and digITall workshops***

SEED has launched a 2 times half-day training focusing on Entrepreneurial Digitalization for women entrepreneurs under the name QuickIT. The purpose of the training is to help women entrepreneurs with digital solutions to plan, manage and control the operative and financial processes, communicate with customers and business partners, monitor and evaluate. The training provides comprehensive knowledge of which operational areas of the business can be involved and transformed into the digital business. In this way, it helps entrepreneurs how to start digital development and where to place their emphasis.

The digITall workshop is a four-day long course which is to support the digital skills of managers and their employees in practice. The theme covers the entire spectrum of the company's operational areas, presenting digitalization development opportunities and getting to know the immediately available applications and software in practice.

- ***National Entrepreneurial Mentor Program (GINOP-1.1.2-VEKOP-17-2018-00001)***

This is a 6–12 month-long program for different entrepreneurial subgroups. The program connects the entrepreneurs who would like to get advice and accept guidance from a mentor on certain aspects of their company. Mentors are volunteering entrepreneurs with significant experience and knowledge who provide guidance to their mentees through monthly meetings. The target groups are: young entrepreneurs, **women entrepreneurs**, family businesses facing generational change, small and medium-sized enterprises facing the negative economic consequences of the Covid-19 epidemic. Entrepreneurial mentors, as experienced and successful entrepreneurs, assisted the businesses in the process of development as mentored beneficiaries. Of the 57 active mentors, **26 female mentors** were involved in the process, setting an example to their fellow entrepreneurs.

The National Mentor Program has a **subgroup dedicated for female businesses**, Almost **200 female** mentees took part in the mentor programme, and 65% of them could finish the mentoring process.

Almost half of the mentors are also well-established female entrepreneurs who are familiar with and can provide guidance with issues regarding gender differences in business and other issues specific to female owned enterprises. The mentoring process is open to **one person from a women-owned business partnership** and to the **self-employed entrepreneur**.

- *Online Entrepreneurial Forum*

The Online Entrepreneurial Forum was created in 2020 with the aim to bring together experts and entrepreneurs in an online forum to share their experiences and knowledge. The SEED Foundation has held 30 of such forums so far, one of them being specifically dedicated to female businesses during the economic crisis. On this forum, national and international research data were presented, and individual cases were showcased.

- *Successful women's enterprises*

Since 2019, SEED in consortium with the Professional Women's Association (PWA) launches a call for applications each year to identify the most successful female entrepreneurial/managerial role models. The award granted by SEED is beneficial both from PR and from network building perspectives.

Good practices:

The **Association for Women's Career Development in Hungary** (hereinafter: **AWCDH**) aims to promote and reconcile women's employment while balancing the needs of family life.

In pursuit of its objectives, the AWCDH looks to adopt all positive foreign best practices within a Hungarian framework, while at the same time it presents exemplary Hungarian practices abroad by utilizing its network within the European Union and the United Nations.

Initiatives of AWCDH:

▪ "Best Workplace for Women Award" since 2007

This year for the 17th time they announced their "Best Workplace for Women" Call and Award on 8th March 2024 which has **received recognition at EU level**. This is a continuation of the successful initiative launched in 2007 at the time of the "Equal Opportunities for All – European Year". Since 2007 AWCDH has carried out surveys in connection with the "Best Workplace for Women" award among employers and employees. (More information is available at: www.bestworkplaceforwomen.com)

▪ "Women's Career for a Lifetime" since 2009

AWCDH has received positive international acceptance also at UN and EU level for their "Women's Career for a Lifetime" program launched in 2009. The aim of the awareness-raising program is to give **women 55 and over** the chance **to participate in the workforce, share their experiences and participate in lifelong learning, to develop their skills, including digital skills**, and to continue playing an active role in society, including volunteer work, and to prepare consciously for longer, healthier and more meaningful lives.

It is their aim **to draw the attention** of decision makers, stakeholders and various social groups **to aspects of active ageing and its social benefits and combatting ageism**.

7. **In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?**

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Specific examples of how the increase in unpaid care and domestic work during COVID-19 pandemic was addressed are encouraged. Where appropriate, please also report on your engagement or intention to engage in the Global Alliance for Care. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for older persons, persons with disabilities and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women’s unpaid contribution to the family during marriage
- Other
- None of the above

Expanded childcare services or made existing services more affordable

Development of nursery care

– Supporting the balance between work and family life is a priority for the Hungarian government. In Hungary, **participation in early childhood education is not mandatory for children under the age of 3; it is voluntary and depends on the decisions of parents.** The Government has set the goal of creating a network of the nursery care system that is responsive to the needs of parents, within the framework of a **complex development program.**

– **Transformation of the operation of nursery care:** As of January 1, 2017, the new nursery care system provides nursery care for children in 2 institutional (nursery, mini-nursery) and 2 service-type (family nursery, workplace nursery) forms. The responsibilities of local governments have been broadened in order to flexibly reflect the needs of families: local governments must also provide nursery care in settlements with less than 10 000 inhabitants, if the number of children under the age of 3 exceeds 40, or at least 5 parents with small children indicate their need for care. <https://njt.hu/jogszabaly/1997-31-00-00>

– **Transformation of financing system of nursery care:** As of January 1, 2018, in terms of the financing system of nurseries and mini nurseries, the previous normative-based financing was replaced by task-based financing, in the framework of which the central budget provides wage support and operational support to the institutions. In addition, the amount of normative-based state support provided

to family nurseries and workplace nurseries also increases every year. <https://njt.hu/jogszabaly/2023-55-00-00>

- **The development of nursery care places - with EU and domestic funds - has been ongoing for years.**

Starting in 2014, capacity development tenders ((Territorial and Settlement Development Operational Programme (TSDOP), Competitive Central-Hungary Operational Programme (CCHOP), National Nursery Development Program, Domestic Nursery and Family Nursery Development Program for non-state operators, Recovery and Resilience Facility (RRF), TSDOP Plus etc.) were opened not only for local governments but also for providers from the non-state and church spheres, thereby contributing to the expansion of supply options. Within the framework of the Strengthening the role of women in the family and society (2021-2030) action plan, additional measures were formulated in order to promote access to affordable, sustainable and quality childcare, including the expansion of places realized from RRF resources. <https://kormany.hu/dokumentumtar/a-nok-szerepenek-erositese-a-csaladban-es-a-tarsadalomban-20212030-akcioterv> **In April 2024, there are four times as many facilities and services than in 2010 and approximately doubled since 2017. Nursery care is now available in three-and-a-half times more – so in every third – settlements (more than 1100) in comparison to 2010 (326) and in twice more than in 2017 (555).** According to the Hungarian Central Statistical Office, the **number of children under the age of 3 who do not have access to any form of day care in their place of residence has been gradually decreasing for years** (from 26% in 2017 to 16.7% in 2023).

- **Attracting and retaining professionals** is the key to quality early childhood education: **the government has taken differentiated and multi-step measures to this end from 2018.** The average wage of nursery professionals has more than quadrupled by 2024 in comparison to 2010.

- Besides the preferential legal regulation in terms of personal fee for nursery care and the fee for institutional meals, **a support was introduced for parents as an incentive to return to work:** From 2019 to 2023, parents with small children who were returning to work could receive a subsidy of maximum HUF 40 thousand per month to place their children in family or workplace nurseries or in nurseries/mini nurseries other than local authority maintenance or daytime daycare services during working hours, in case there was no nursery at their place of residence, or the number of applicants exceeded the available capacities. https://www.allamkincstar.gov.hu/footer-tartalmak/jogi-informaciok/Kincstari_projektek/2014-2020-Szechenyi2020/ginop-5.3.11-18-kisgyermeket-nevelok-munkaeropiaci-visszateresenek-tamogatasa

- Through the **legislation adopted in the framework of the emergency** declared in view of the armed conflict and humanitarian disaster in Ukraine and in order to avert the consequences of these, Hungary has created the legal basis for the **minor children of individuals with temporary protection from Ukraine to be entitled to receive nursery care under the same conditions as Hungarian citizens;** thus helping their integration into the labour market. <https://njt.hu/jogszabaly/2022-106-20-22>

(For further information please see Question 3.)

Supporting care workers and foster parents

In Hungary, the basic principle of organising family and child welfare and care services is to **ensure that people receive quality, accessible, personalised and community-based services.** The tasks of childcare and care for relatives should be shared between women and men within and outside the family, and all forms of care should be seen as a social investment that creates value and should be valued.

Women dominate among users of family and child welfare and social services. At the local level, institutions take into account their clients' physical and mental care needs in the organisation of affordable, person-centred services, community programmes, and accommodations for men and for women.

Specific statistics on the gender distribution of professionals working in this field are not currently available, but the nature of the work tends to be more female-dominated. As proposed by the Department of Social and Child Welfare Services, the questionnaires for the National Statistical Data Collection Programme – 2023 annual data collection in the social field already include a gender breakdown of workers. Thus, statistics on the gender breakdown of the number of employees in the social field in 2023 will be available.

In family, child welfare, and social services (where a large proportion of women are employed), there have been significant changes in wages, with all employees in all sectors benefiting from the same wage increases. The rate of increase represents a 14% increase compared to the basic wage plus the 2019 social sector's consolidated supplement. **From 1 January 2022, the wage of employees in the social work, child welfare, and child protection sector increased by 20%.**

In the social sector, the increase in the minimum wage and the guaranteed minimum wage will be fully reflected, as the supplements introduced as a wage policy measure so far are paid to employees on top of the basic wage, so if the minimum wage and the guaranteed minimum wage increase, it will be fully reflected in the sectoral wages. As a result, **from 1 January 2023, basic wages plus the sectoral supplement increased by an average of 11.8%.** The amount of the supplementary health care allowance introduced on 1 January 2018 increased in parallel with all health care wage increases, so that the overall wage of those entitled to it reached the health care professional wage scale. The amount of the health care supplement was increased retroactively from 1 July 2019, from 1 January 2020 to 1 November 2020 and from 1 January 2022. Retroactive to 1 July 2023, the **health supplementary allowance will increase** retroactively for **social service workers**, in line with the health wage increase. In the case of earnings, employers will pay attention to ensuring equal earnings for male and female workers in the same job in the social field.

From 1 January 2020, in order to promote the placement of children under the age of 2 receiving child protection specialised services with foster parents and **to increase the prestige of foster care work**, foster parents can use the child care allowance for children under 2 years of age raised and cared for in their own household, by extending the general rules on the child care allowance to the special life situation of foster parents.

In February 2024, 691 foster parents used the **foster care child care allowance**, of which **667 were women** and 24 were men.

Strengthening maternity/paternity/parental leave

The Hungarian system provides both paid maternity and paid paternity leave to working parents around childbirth. After that period, parents are entitled for extra paid day-off.

- **Maternity leave**

Regulations on maternity leave are set out in Act I of 2012 on the Labour Code, providing that new mothers are entitled to 24 weeks maternity leave with at least two weeks being obligatory.²⁶ Maternity leave shall be allocated to commence four weeks prior the expected time of birth.²⁷

If the child was born premature and receives treatment in an institute for premature infants, the mother can decide not to take her maternity leave from the day the child is born. In this case, the unused portion of the maternity leave may be used after the child has been released from the institute up to the end of the first year following birth.²⁸

- **Paternity leave**

Paid paternity leave is a more recent addition in Hungary, where it was first introduced in 2002. From January 1st 2023, all employed men welcoming a child (either through birth or adoption) are entitled to ten days of paid paternity leave, paid at 100% of payments for periods of absence for the first 5 days, and at 40% for the remaining days.²⁹ The leave must be granted within two months of the time of the child's arrival at the request of the father, in two instalments maximum.³⁰

- **Extra paid day-off**

Both parents are entitled to extra vacation days or days-off, the amount of which is determined by the number of children under the age of 16. It amounts to 2 workdays after one child, 4 workdays for two children and 7 workdays if the employee has three or more children. The amount of additional leave is further increased by two working days per disabled child if the employee's child is deemed as disabled.³¹

- **Parental leave**

From January 1st 2023, parents - employed at the same employer for at least 1 year consecutively - are granted 44 days of parental leave which may be used until the child reaches the age of 3.³²

8. In the past five years, what actions has your country taken to reduce the gender digital divide?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Mainstreamed gender perspectives in national digital policies
- Introduced or strengthened programmes to provide universal meaningful connectivity for women and girls, especially for underserved areas
- Taken measures to remove the discriminatory barriers faced by women and girls to access, use and design digital tools (e.g. costs of devices and data, lack of skills, safety, restrictive social norms)
- Taken measures to support the creation and expansion of safe, affordable, accessible, relevant and inclusive public and private digital tools and services

²⁶ Section 127 (1) of Act I of 2012 on the Labour Code

²⁷ Section 127 (3) of Act I of 2012 on the Labour Code

²⁸ Section 127 (4) of Act I of 2012 on the Labour Code

²⁹ Section 146 (4) of Act I of 2012 on the Labour Code

³⁰ Section 118 (4) of Act I of 2012 on the Labour Code

³¹ Section 118 (1)-(2) of Act I of 2012 on the Labour Code

³² Section 118/A (1)-(2) of Act I of 2012 on the Labour Code

- Introduced or strengthened programmes to increase the digital literacy and skills of women and girls
- Taken measures to promote gender-responsive STEM education
- Taken measures to create conditions for gender-responsive digital learning environments
- Applied gender-responsive and human rights-based standards for data collection, use, sharing, archiving and deletion
- Other, please specify: ____
- None of the above

Increasing digital literacy and skills

The National Digitalization Strategy 2022-2030 includes a measure to increase the availability of IT professionals and digitally literate workers. The objective of the measure is to reduce the significant and growing shortage of digital skills in the labour market by increasing the number of entrants (**especially girls and women**) to multidisciplinary education programmes in IT and to reduce the drop-out rate. This domestic policy document aims to ensure that Hungary meets the goals to be achieved by the Digital Decade Policy Program 2030. It not only focuses on: - digital infrastructure development, digital skills and training, inclusiveness, digital economy, innovation, digital government - , but it also draws attention to groups of disadvantaged persons, including women and girls. As approaching 2030, this policy and its impacts are regularly monitored and the measures adjusted to the needs of citizens. The Strategy’s purpose is also to increase the share of IT graduates in bachelor's programmes to over 10% by 2030. Decision (EU) 2022/2481 establishing the Digital Decade 2030 policy programme, which entered into force on 8 January 2023, sets a clear direction and measurable indicators for the EU's digital transformation goals to be achieved by 2030.

Following the first **Digital Decade Report and Country Report**, published on 27 September 2023, the decision requires Member States, including Hungary, to draw up a national strategic roadmap setting out the policies, measures and delivery paths to achieve the EU-wide targets for 2030 with a relevant timetable.³³ It aims to support the development of young people's algorithmic thinking, mathematical and programming skills, **especially for girls**, through the use of specific tools and methods, organised at the level of public educational institutions and involving teachers. The Roadmap also aims to increase support for **Roma girls**, who are particularly at risk of dropping out of school, through prevention programmes and digital solutions using direct, targeted messages.³⁴

Another European initiative to close the digital gender gap is the so-called **Girls go circular project**³⁵, which has developed an online learning platform developed – the “Circular Learning Space” – where students can choose between different learning modules on topics such as e-waste, climate change, food, or robotics. These modules are based on a learning-by-doing approach, transferring knowledge and skills through an interactive, challenge-based structure.

In addition to these policies and EU projects, **there are a number of government-supported Hungarian civil society initiatives to promote the opportunities and skills of Hungarian girls and**

³³ The National Strategic Roadmap was adopted on 4 December 2023 and submitted to the European Commission is available in Hungarian here: https://www.dmu.gov.hu/documents/prod/Nemzeti-Strategiai-Utemterv_vegl.pdf Measure number 3.2.1

³⁴ The relevant call for proposals is available at: <https://digital-skills-jobs.europa.eu/en/latest/news/digital-europe-programme-apply-now-advanced-digital-skills-call-proposals>; <https://www.palyazat.gov.hu/eredmenyek/tamogatott-projektek/3722330201>

³⁵ <https://eit-girlsgocircular.eu/#close>

women in science and technology. The most active in this field is the **Hungarian Women in Science (NaTE)** association³⁶, which has been organising Girls' Day every year since 2012 and a number of other initiatives, such as the Shadowing programmes, the SCIndicator competition and the so-called Smartiz programme.

Further measures in Digitalisation:

Training and employment of female ICT professionals ([National Digitalization Strategy 2022-2030](#)), **DIMOP PLUS, Programme Your Future!, 40+ female role models in the digital economy**

(For further information please see Question 23.)

The **renewed National Core Curriculum**, which entered into force in 2020, introduced a new subject called **Digital Culture** instead of IT. The focal points have shifted to algorithmic thinking, programming skills and digital citizenship competences. The curriculum of Digital Culture ensures that every pupil who finishes school have all the necessary digital skills, or at least basic digital skills. Along with the new curricula, new digital textbooks are available free of charge for every pupil on the Hungarian National Public Education Portal (<https://www.nkp.hu>). This allows for equal development of skills at a young age already. In summary The National Core Curriculum requires full respect for human rights in the educational process as a whole, including equality, democracy, respect for religious and ethnic diversity, knowledge of the basic concepts of gender equality and non-discrimination.

(For further information please see Question 1.)

Name of the measure: **Positive discrimination for girls in STEM subjects**

Responsible authority: Ministry of Interior; Ministry of Culture and Innovation

Brief description of the measure: Supporting girls' and women's orientation towards STEM careers reducing their dropout and development of digital competences for female students and employees.

Organisation of career guidance sessions in secondary education promoting STEM professions for young women about to choose a career.

Eligibility of women in STEM professions – number of people reached in awareness-raising career guidance lectures/workshops (Number of people reached in a lecture/workshop: 100 000 students)

Name of the measure: **Assessment Tool and Incentive Systems for Developing Higher Education Teachers' Performance project**

Responsible authority: Ministry of Public Administration and Spatial Development

Brief description: The project aimed to support the quality enhancement of **Teaching and Learning (T&L)** at **Higher Education Institutions (HEIs)** in the **European Higher Education Area** (hereinafter: **EHEA**). The development of the **PROFFORMANCE Assessment Tool** will continue in the new project phase, called **PROFFORMANCE+**, with an enlarged range of partners. An important objective of the project is to introduce the Assessment Tool to a wider professional audience. The project aimed to contribute to the quality enhancement of T&L by promoting better T&L strategies at the national and HEI levels. The criteria set, the assessment tool and the incentive systems assist HEIs and policymakers to plan complex systems of teacher assessment, incentives and development, which leads to the improvement of their performance. The tool will also enhance students' engagement in evaluating teachers' performance. The PROFFORMANCE project has won the **EURASHE 2023 PHE Star Award for Digitalization** at the annual conference of the European organisation in Bucharest. The

³⁶ <https://nokatud.hu/eng/>

three-dimensional Assessment Tool offers a complex and comprehensive system for assessing the roles, responsibilities and competencies of teachers in higher education, in particular with regard to the priorities of the EHEA (digitalisation, inclusion, internationalisation, sustainability), from the perspective of the teacher, his/her peers and students. In total, this project has a maximum of 499 721.00 EUR budget.

Hungary has taken various measures towards promoting gender equality and inclusivity of woman and girls within the field of digitalization. Led by various governmental bodies and initiatives, these efforts have resulted in notable progress across multiple fronts.

One crucial aspect is the mainstreaming of gender perspectives in national digital policies. Initiatives such as the **National Digitalization Strategy 2022-2030, DIMOP PLUS, and the National Strategy Plan 2030** underscore Hungary's commitment to integrating gender considerations into its digitalization initiatives.

A cornerstone of Hungary's approach is ensuring universal connectivity and access, particularly for women and girls in underserved areas. Programs like **Positive Discrimination for Girls in STEM Subjects, the National Digitalization Strategy 2022-2030, Programme Your Future!, and the National Strategy Plan 2030** are instrumental in bridging the digital gender gap and fostering meaningful connectivity.

Moreover, Hungary has undertaken measures to dismantle discriminatory barriers faced by women and girls in accessing, using, and designing digital tools. Efforts encompass skills development initiatives, such as the **National Digitalization Strategy 2022-2030 and the 40+ Female Role Models in the Digital Economy program**, along with educational reforms like the **National Core Curriculum and Compulsory Citizenship Education**.

Creating safe, affordable, and inclusive digital tools and services is another priority. Hungary has implemented initiatives like DIMOP, the National Core Curriculum, and the Assessment Tool and Incentive Systems for Developing Higher Education Teachers' Performance project to support the expansion of such resources, ensuring accessibility for women and girls.

Furthermore, Hungary is committed to promoting gender-responsive STEM education. Initiatives such as Positive Discrimination for Girls in STEM Subjects aim to create an environment conducive to girls' success in STEM fields.

During the past years statistics have shown improvement in the field. For example the "Programme Your Future!" initiative has boosted interest in higher education IT programs, improved their reputation, facilitated industry-university connections, introduced digital experience centres, and dispelled stereotypes through career guidance sessions. On the other hand, the "Assessment Tool and Incentive Systems for Developing Higher Education Teachers' Performance" project developed the PROFFORMANCE Assessment Tool, received the prestigious EURASHE 2023 PHE Star Award for Digitalization, and significantly enhanced teaching quality in higher education institutions. Together, these initiatives showcase Hungary's commitment to fostering digital skills and excellence in education.

These facts reflect not only on the effectiveness of the projects and policies, but more importantly shows that Hungary is in the right direction in eliminating the gender gap in the field of digitalization.

In conclusion, Hungary's comprehensive approach to promoting gender equality in digitalization reflects its dedication to creating an inclusive digital ecosystem where women and girls can thrive.

By continuing to prioritize these efforts, Hungary aims to build a more equitable and prosperous future for all.

National Strategy Plan 2030: <https://www.dmu.gov.hu/documents/prod/Nemzeti-Strategiai-Utemterv-Digitalis-Evtized-Szakpolitikai-Program-2030-Tervezet.pdf>

National Core Curriculum: <https://magyarkozlony.hu/?content=%22Nemzeti+alaptanterv%22>

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

In the narrative report, please provide details on the evolution of public and private finance mobilized to advance gender equality, monetary and trade policies, as appropriate, as well as any effects of fiscal consolidation / austerity measures, such as cuts in public expenditure or public sector downsizing, on women and men, boys and girls. (2 pages max.)

In the online survey, you will be asked whether your country has introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years (YES/NO). If YES, you will be asked if assessments on their impact on women and men, respectively, been conducted before or after the measures were put in place (YES/NO).

Hungary supports to include the perspective of equal opportunities at all levels of policy making however, gender budgeting- or gender analysis is not integrated into macroeconomic policy, government spending, and revenue proposals. In order to compensate for the shortcomings that result from the fact that the mainstream understandings of the economy excludes or devalues the so called unpaid economy and the provision of care, we currently support equality goals through social, family and legal policy instruments.

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship, access to markets, and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other, please specify
- None of the above

Promoting access to work

Under "**Path to the Labour Market**" (in Hungarian: "Út a munkaerőpiacra") (GINOP 5.1.1 and VEKOP 8.1.1), and labour market programmes implemented under the "**Youth Guarantee**" (in Hungarian: "Ifjúsági Garancia") (GINOP 5.2.1 and VEKOP 8.2.1), employment services providing counselling and mentoring, services such as job placement, entrepreneurship support, acquisition of marketable qualifications, and obtaining general education diplomas were offered. By the end of July 2022, 429,700 individuals, including **218,297 women**, had been enrolled³⁷. 444.27 billion HUF are available for these projects at national level.

Supporting the employment of Roma women

Roma women throughout Europe and Hungary are considered to be highly disadvantaged, mainly because of their social situation and their role in Roma communities. At the same time, the position of Roma women in the family is based on traditions, which states that women's place is in the kitchen to provide for their families. Thus, they are not encouraged to continue their studies in higher education or to get a job. Therefore, they are even lesser represented than Roma men on the labour market. However, Roma women play a key role in educating, socialising children. Also, they are important figures in showing survival technics to their children as well as they are the ones making sure that the family stays healthy. They keep the family together. Because of their role in the family, Roma women can be generators of social progress, which is both a strength and valuable trait of this social group, on which social transformation could be and should be based.

Roma women are a resource for Hungary and Europe, who could turn their commitment to their families to the benefit of the country and become a potential labour market factor.

Roma women's multi-level disadvantage in employment (as their employment rate lower than that of Roma men) is evident in early school leaving and other problem areas (such as teenage pregnancy, prostitution, human trafficking). This has been recognised and targeted inclusion programmes have been launched even in the previous 2014-2020 programming period to help Roma women to catch up.

³⁷ Available in Hungarian: <https://cdn.kormany.hu/uploads/document/2/2f/2f9/2f92ca29ddda77ef10f6190e2a4511db039b5637.pdf>

In addition to training and employment, the “*Better opportunities for women*” programme aimed at improve the social inclusion and employment of unemployed women, especially Roma women, facing social prejudice and labour market discrimination, by increasing the number of people employed in public services. The programme did not create new jobs, but Roma women filled vacancies and occupied posts where personal lacked, thus alleviating labour shortages in the areas mentioned above. The “*Better opportunities for women*” programme was implemented in a flagship format, with the innovation of genuinely work-based training. The elements of the process were recruitment, selection ("selection by competence"), contract, and training. A 3 months of specialised training followed the initiation. The employees were working during the training. At the end of the training, full-time employment was subsidised for 24 months, followed by 12 months of compulsory employment. **The programme, which was extended in 2016 and closed on 31 May 2023, supported by EU funds (HUF 8.6 billion) provided employment-embedded training for 1,220 people.** As a nursery nanny, early childhood educator, child and youth care worker, social assistant and caregiver, the programme helped people to get qualifications and find a job. 81% of those who completed the project successfully entered the primary labour market and remained in employment.

Strengthening social protection programmes for women

a) Supporting single-parent families

In Hungary there are 341,000 single parents - this is 27% of Hungarian families raising children - of whom 280,000 are single mothers. It means that single parenting is more of a women’s issue – more than 80% of single parents are women. Single parent families are among the most vulnerable social groups in society. This is why giving targeted support to them is crucial.

Improving the living conditions of single-parent families

From 1 January 2022:

- Litigation and enforcement proceedings for the establishment and recovery of child support have become faster and more efficient.
- Legal regulations have been made significantly more favourable on the advance payment of child support (we have abolished the income limit previously required for eligibility, the upper limit for advance payment of the child support fee has increased from EUR 37/ USD 40 (HUF 14,250) to 30% of the minimum wage (EUR 182/ USD 198 (HUF 69,600) in 2023), and the condition for advance payment is a 3-month non-recoverability period instead of the previous 6 months).
- The minimum amount of orphan's benefit has more than doubled to EUR 131/ USD 142 (HUF 50,000).

The Single Parents’ Centres

The first Single Parents’ Centre of Hungary opened in Pest in 2018 and the second one in Buda on the other side of the Danube, in 2022. The centres also have a national network of ten communities in Hungary and six more outside the borders. Since the opening the centres have provided support and community to close to 30,000 families – more than 60,000 people –, most of the parents have been mothers. The centres have provided more than 70 different types of services and support from legal services through psychological support to holidays, camps, housing projects etc.

b) Supporting large families

Car purchase programme for large families

From July 1, 2019 families **with at least three children** (or those expecting their third child) were able to apply for a **subsidy of EUR 6,600/ USD 7,100 (HUF 2.5 million)** (but maximum the 50% of the purchase price) to buy a **new passenger car with at least seven seats. The program has been suspended after December 31, 2022.**

Complete exemption from personal income tax for women with four or more children

From January 1, 2020, all women with at least four children have been completely **exempt from personal income tax (15% currently)**. This exemption concerns income derived from employment. This benefit is also available for mothers whose children are adults.

c) Supporting older women

'Women 40' program

(For further information please see Question 2.)

Supporting families caring for a disabled family member to remain active in the labour market

The Home Assistance Service aims to reduce the burden on family members living with a disabled family member, reducing their isolation and to **help them remain active in the labour market**. The service provides home care and/or accompaniment for the disabled family member. Hence, **the primary target group of the service is the family and the secondary target group is the disabled family member**. The service has two clearly defined functions: accompaniment and flexible home care, the level and duration of which is determined according to the family's needs. It increases the social activity of the family members caring for the disabled person, thus reducing their social isolation and **increasing their labour market activity**. The service is available 24 hours a day, 7 days a week. The methodological support of the service is provided by the **Hand in Hand Foundation**, which ensures a process protocol, an annual audit, basic training and specialised training of the staff providing the service, and they are also responsible for matching and recording the requests and capacities received from families in the IT management system, and for preparing reports, statistics and analyses. The annual budget available to service providers under the scheme is HUF 114 million, which, based on the latest application, will support a total of 221 families in 10 counties for approximately 32,399 hours.

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In answering this question, countries are encouraged to reflect on any lasting, gender-responsive social protection innovations adopted in response to the COVID-19 pandemic. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened cash transfers for families with children that prioritize women as recipients (e.g. child benefits, family allowances, conditional or unconditional cash transfers)
- Introduced or strengthened social protection for women of working age (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened social protection for older women (e.g. expansion of social pensions, moratoriums, inflation adjustment, introduction of pension credits for caregivers)

- Extended social protection to women in informal employment (e.g. subsidies for participation in contributory schemes; inclusion in non-contributory schemes)
- Improved access to social protection for other groups of marginalized women (please refer to groups listed under Q3)
- Other, please specify
- None of the above

You will also be asked about gender-responsive social protection innovations during the COVID-19 pandemic, with the following options to choose from:

- There was no significant social protection response to the COVID-19 pandemic.
- The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.
- The social protection response to the pandemic spurred gender-responsive innovations, but measures were mainly short-term.
- The pandemic spurred gender-responsive innovations as well as longer-term transformations of social protection to strengthen women's income security.

The social protection response to the pandemic was significant, but did not take into account gender differences (it was regardless of gender). COVID19- cases occurred at all levels of society, and health care was equally available and guaranteed for all.

Family policies that contribute to supporting women

- **Student Loan Allowances for mothers**
- **CSED 100: (in English: Infant care fee 100) insured mothers receive a higher amount of benefits during maternity leave**
- **Complete exemption from personal income tax for women with four or more children**
- **Tax relief for young mothers**

(For further information please see Question 2.)

Supporting families with a permanently ill or severely disabled child

Tax allowance

Based on the government's decision, from 1 January 2023, not only the family allowance but the family tax allowance is also higher **for families with a permanently ill or severely disabled child**. From the beginning of the year, parents caring for a child with a long-term illness or severe disability are able to save an extra EUR 26/ USD 28 (HUF 10,000) in tax. In case of several children with a long-term illness or severe disability, the higher tax relief can be claimed per child. Parents can indicate in their tax advance declaration to their employer or in a written declaration attached to their tax return if they have a dependent child who entitles them for increased family tax allowance.

Child home care fee

On the 1st of January 2019 the „ **Child home care fee**” was introduced, as a new benefit for parents taking care for their children reliant on care. Child home care fee might be provided for birth and adoptive parent who takes care of their

- a) seriously disabled

b) chronically ill child reliant on care.

The entitlement to Child home care fee can be stipulated **regardless the child's age**, only the parent-child relation matters. The Home Child Care Allowance can be provided, by principle, only to birth or adoptive parents. Other relatives can receive the benefit only after the parent's death or if the parent is unable to take care of the child due to health issues, or because their parental supervision rights have been suspended or terminated.

Determination of the child's inability to take care of themselves shall be made by a medical specialist in accordance with the conditions laid down by law for children under 6 years of age, and by an expert for children over 6 years of age.

The aim of the Child home care fee is to provide a higher level of care than the one they could get at the normal nursing fee **for parents caring for their most seriously ill children 24 hours a day**. The Child home care fee beneficiaries were selected from those entitled to nursing fee on 31 December 2018. The Child home care fee is an income replacement social care benefit, designed to **support people who give up their main profession to provide care at home**. Having a breadwinning profession besides Child home care fee is therefore limited. In cases where the condition of the cared-for person and the level of care needs allow, the beneficiary can engage in breadwinning profession:

- **up to 4 hours a day,**
- **and, in the case of work at home, without any time limit.**

The monthly amount of the Child home care fee was HUF 100 000 gross per month when it was introduced, but by 2022 it had already doubled. At the same time, the number of people in care has also been increasing. In 2019-2020, an average of 20,000 people per month were receiving care, and according to the Hungarian Central Statistical Office (HCSO) data as of 31 December 2022, **26 692 people were already receiving the benefit, of which 23 740 were woman**.

The amount of the Child home care fee in 2024 is equal to the minimum wage in 2024, i.e. HUF 266 800 gross. If a parent has several children who are reliant on care, they will receive one and a half times the amount of the benefit, from which a 10% pension contribution is deducted.

Similarly to the nursing fee, the period of entitlement to Child home care fee entitles to a pension and health care. **Government offices and district offices act as the proceeding authority.**

Education in the case of pregnancy and/or motherhood

The following measures support the participation of women with children in higher education studies: In the course of **the higher education admissions procedure**, in order to ensure a preferential treatment, **applicants raising small children received extra points** during the admissions procedure in all bachelor's and master's courses, in undivided, one-tier training, and in vocational training in higher education until the general higher education admissions procedure of 2023. Starting from the 2024 higher education admissions procedure, the former system of centrally given extra points will be replaced by a new system where higher education institutions can choose upon which titles they wish to award these extra points (so-called institutional points). **Most higher education institutions still award points for the title of child rearing.**

An important aspect for both higher education students and staff is the **family-friendly nature of higher education institutions**, which can help them to reconcile family life and work/study. Based on the data of Hungarian higher education institutions in 2022, 27 higher education institutions have some kind of

family-friendly services (e.g. baby changing and/or breastfeeding rooms, playgrounds, in-house childcare, other family-friendly programmes).

From 1st of January 2023 mothers under the age of 30 have their entire outstanding **student loan debt** forgiven if they give birth or adopt a child during their higher education studies or within 2 years after their completion. ³⁸

The **Graduate childcare fee** was introduced from 1 January 2014. The amount of the graduate Childcare fee is 70% of the minimum wage for students who participated in the bachelor's program, HUF 186,760 gross in 2024; 70% of the guaranteed minimum wage for those participating in the master's program, HUF 228,200 gross in 2024.

Supporting older women

Women 40 programme

(For further information please see Question 2.)

12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Promoted women’s access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, maternal health and HIV services
- Promoted male involvement in sexual and reproductive health, including contraceptive uptake and responsible sexual behaviour
- Taken measures to support women’s mental health, including access to specialized services and counselling
- Developed gender-sensitive approaches to the prevention and treatment of chronic and non-communicable diseases (e.g. cardiovascular disease, cancer, chronic respiratory disease, and diabetes)
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Taken action to expand access to health services for marginalized groups of women and girls (see list in Part Two: Priorities, achievements, challenges, and setbacks)
- Other, please specify Health professional guideline - On support for smoking cessation
- None of the above

Promoting women’s access to health services through expansion of public health services

- **“Bring the screening closer to people” programme**

³⁸ Government Decree 1/2012 (I. 20.) on the student loan system <https://net.jogtar.hu/jogszabaly?docid=a1200001.kor>

The Government adopted the measures of the health sector policy programme related to the National Public Health Strategy, including the implementation of the “Bring the screening closer to people” programme, by Government Decision 1234/2017 (IV.28.).

From 2018 onwards, this development includes the establishment of 10 screening stations (buses) that provided access to several screening possibilities such as cervical screening, melanoma, opportunistic cardiovascular screening etc., that was operated nationwide. The screening stations are easily and quickly available to people living in small settlements with limited population, transport or other barriers to access to screening/testing. From 2019 onwards, the programme's annual timetable included a priority focus on the settlements identified in the long-term programme "Catching-up settlements" for that year.

The Program supports the monitoring of the health status of the Hungarian population through bringing preventive health services closer to people and raising awareness and knowledge about the multidimensional nature of health protection. In addition to screening, the Program focuses on the prevention of life-style related health risks.

The “Bring the screening closer to people” programme was coordinated by the National Directorate General for Hospitals and covered 42 639 people during the period 2018-2022.

Participation rate in the ‘Bring the screening closer to people’ program:

Name of the programme	Number of settlements reached by the programme	Number of screening days	Number of screened people
„Catching-up settlements” programme	185	246	14 439
„Economic recovery” programme	11	19	870
Other programmes	282	304	25 275
Other programmes organised in cooperation with the initiated the Országos Roma Önkormányzat	10	10	859
EGÉSZSÉGPART	8	15	1 196
In total	496	594	42 639

Achievements of the Helybe visszük a szűrővizsgálatokat program (Mobile Health Screening Programme) 2018-2022.in coordination of the NNCH of Hungary

In 2023, 12,016 people took part in this program organized by the National Directorate General for Hospitals. In 2023, 14,034 screening tests were carried out in the mobile screening units for 12,016 registered patients under the "Bring the screening closer to people” programme. 71% of those who received a general health check-up were women and 29% were men.

The tests available under the screening programme in 2023 were:

General health check-up: blood glucose, cholesterol, triglyceride, PSA levels, body composition measurements, blood pressure measurements, questionnaire assessment of risk factors, evaluation of the questionnaire, brief intervention.

Available screening services: gynaecological screening – smear test, melanoma screening, oral cancer screening, eye screening, cardiology screening, internal medicine screening, neurological examination, ultrasound diagnostics, vasoconstriction examination.

- **Organized screening examinations**

Currently, **two organized screening examinations** are taking place in Hungary covering at-risk age groups and stipulated by law: **breast screening and cervical screening**. Earlier in 2018, following a series of examinations spanning several years, **colon and rectal screening for women and men aged 50 to 70 years was expanded nationwide**. Organized breast screening for women aged 45-65 has been in operation in Hungary since 2001, every 2 years, at 49 screening sites nationwide. Organized cervical screening is provided every 3 years for women aged 25-65.

In 2014, a model program for lung cancer screening with low radiation dose CT examination (**HUNCHEST**) was taking place covering the risk target group from the point of view of lung cancer. By 2022 – gradually, in order to achieve national coverage – 40 centres participate in the program. An essential part of the program is the support for quitting smoking (also with a special focus on pregnant women). These programs are continually being reorganized aiming to reach more and more people.

- **Cervical cancer vaccination**

The Government makes cervical cancer vaccination available free of charge to 12-year-old girls in the 7th grade of primary school, and from the fall of 2020, the vaccination against the human papilloma virus is also available for boys from the 7th grade.

Providing health care for women with disabilities

To make **health care** more accessible **for the disadvantaged**, special programmes were initiated. Providing a comprehensive set of high quality, safe, inclusive primary health care services which are accessible, available, and affordable for everyone everywhere, with effective referral systems to secondary and tertiary care.

Expanding health services for mothers and children

Qualified health professionals are responsible for maternity care and protection of children, including treatment of children and pregnant women with acute illnesses (and with infectious diseases as well), and providing basic care for expectant mothers.

Providing healthcare for women in humanitarian settings, refugees

In regards to refugee issues, the Government takes actions as soon as possible. Therefore, the 10th amendment to the Fundamental Law was adopted and promulgated at the end of May 2022. It allows the Government to promptly intervene in case of the ongoing war and **humanitarian catastrophes** linked to it in one of Hungary's neighbouring countries.

Refugees are also entitled to free health care (general, specialist, and specialised treatment, assistance, and care, and mental health assistance and care) and social services.

Primary health care includes general practitioners, general paediatricians, general dental care, occupational health, and treatment provided by nurses. Although, primary care is organised based on territorial coverage obligations, the patient can freely choose their general practitioner.

Refugees are advised to recourse to the nearest primary health care provider. Accommodated Ukrainian refugees receive primary care from physicians with territorial care obligations in their area. The competence of primary care may include the identification, treatment of certain mental health problems, and referral to special care if necessary, or continuing the treatment already applied by a specialist on the basis of their recommendation.

When huge number of **refugees** started to flee from Ukraine to Hungary, the Government acted promptly and **provided the same level of healthcare for refugees as for Hungarians on a national level**. They are provided with healthcare benefits for 30 days with registration number or passport number (as for temporary residency), after that, they have to apply for refugee status to access healthcare.

For those in need, the local government pays for their entitlement to healthcare services and the social security compensation. To make health care more accessible for the disadvantaged, special programmes were initiated. Providing a comprehensive set of high quality, safe, inclusive primary health care services which are accessible, available, and affordable for everyone everywhere, with effective referral systems to secondary and tertiary care.

The refugee **children** (traumatized and **disabled**) are prioritized regarding hospital treatment. The social and health care institutions of the country are the actors. The Government carried out laws which have the power to ensure that women, mothers, and children who are refugees get the same treatment as Hungarians.

Refugees and migrants remain among the most vulnerable members of society faced often with poor living conditions, and inadequate access to health services, despite having frequently occurring physical and mental health problems. Established governmental public health institutions and services are available to support their health, especially mentally and socially.

The agreement with UNICEF Hungary ensures collaboration between health force workers and Ukrainians, for example exchange of good practices around Hungary's general practitioner system at various relevant events, conferences. Furthermore, it strengthens capacity building of health care professionals' home visiting programme through trainings, and other professional development opportunities. Health care professionals offer advice and emotional support in other crisis situations.

Supporting mental health in the workplace, legal measures

Act XCIII of 1993 on Labour Safety (in Hungarian: a munkavédelemről szóló 1993. évi XCIII. törvény, hereinafter: the Mvt.) introduced the employer's task of managing psychosocial risk factors into the statutory regulation from 1 January 2008, and also defined the concept of this factor.

According to the Mvt., a psychosocial risk is defined as the totality of the effects (conflicts, work organisation, work schedule, insecurity of employment, harassment, etc.) affecting the employee at work, which influence his/her reactions to these effects, or which may result in stress, accidents at work or psychosomatic illnesses.

In order to avoid such risks, the Mvt. also provides for the consideration of the human factor in the design of workplaces, the choice of work equipment and the work process, in **particular to avoid the stress caused by the psychosocial risks of work**. At the heart of the requirement **to take account of psychosocial risks is the need for employers to take all possible steps to avoid lasting effects that cause adverse stress**.

On the part of the employer, this risk prevention/management activity always requires individual consideration, taking into account the work situation (activity, work environment) and the individual

capabilities of the employee with regard to stress tolerance. To fulfil this employer's task, the occupational health service must be used both for medical examination of and opinion on fitness for job and for inspections of workplaces and work processes.

Health promotion activities to promote health at work, conflict management, stress management training and awareness-raising materials also play an important role in prevention, alongside good work organisation, training, clear management, roles and responsibilities, and support and encouragement for employees.

The regional labour inspectorate investigate psychosocial pathological factors affecting workers in the workplace and monitor compliance with employers' obligations. The employer must carry out a **risk assessment to identify the circumstances that may cause psychological stress for workers and take measures to reduce the impact of psychosocial pathogenic factors** to the lowest possible level, with a time limit and responsibility. The long-term effects of harmful stress, including harassment at work, should be avoided by all possible means. To carry out the employer's task, the occupational health service and the person authorised to carry out occupational safety and health activities must be called upon.

A guide for the preparation of psychosocial risk assessments (last updated in 2021, available for download at: https://mvff.munka.hu/#/kockazaterkeles_2) is continuously available on the website of the Department for Occupational Safety and Health of the Ministry of National Economy, which helps employers to prepare psychosocial risk assessments properly.

Sexuality education in schools

Children's sexual education is primarily discussed in the subject area of biology and natural sciences. Students must acquire the basic knowledge in connection with reproduction and ontogenesis. Students learn about the main stages of human ontogenesis, the difference between the sexes, secondary sexual characteristics, conception, and family planning in biology lessons. The curriculum contents such as sexual education and the responsible behaviour in a relationship are also included in biology textbooks.

13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Taken measures to increase girls' access to, retention in and completion of primary and secondary education
- Taken measures to increase girls' access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes
- Addressed barriers to successful school-to-work transitions for women and girls
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls

- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other, please specify Increasing participation of women and girls in STEM areas
- None of the above

Strengthening educational curricula to increase gender-responsiveness and eliminate bias

Legal measures

The Ministerial decree 8/2013 (I. 30.) on Common Requirements of initial teacher education and the learning outcomes of **each initial teacher education programme includes as a learning outcome the expected ability of teachers to educate for tolerance and to reject discrimination based on origin, gender, religion and age.** (<https://net.jogtar.hu/jogszabaly?docid=a1300008.emm>)

Educational curriculum:

- National Core Curriculum

The National Core Curriculum requires full respect for human rights in the educational process as a whole, including equality, democracy, respect for religious and ethnic diversity, knowledge of the basic concepts of gender equality and non-discrimination.

(For further information please see Question 1.)

- **Compulsory Citizenship Education**

Citizenship Education appears as a compulsory individual subject, where pupils will learn about democratic behaviour, respect and acceptance for each other regardless of gender, origin or religion. During COVID-19 education has been digitalized and ever since, aspects of education are becoming increasingly digitalized.

Promoting safe, harassment-free and inclusive educational environments for women and girls

Gender equality is enshrined in **The Fundamental Law of Hungary** at the constitutional level, primarily in the area of prohibition of discrimination and the **provision of equal treatment** (Article XV). Article XV. (3) emphasizes that women and men have equal rights, and Article XV. (4) states that Hungary supports the realization of equal opportunities and social catch-up with special measures.

The general rules for equal treatment are regulated within the constitutional framework by Act CXXV of 2003 on the Equal Treatment (EqTA) (<https://net.jogtar.hu/jogszabaly?docid=a0300125.tv>) defined as follows:

- The EqTA addresses gender equality and equal treatment as a unique protected characteristic.
- Ensures equal treatment and promotes equal opportunities with separate rules for certain sectors and services.
- The EqTA groups with protected characteristics are entitled to special discounts in court proceedings.

- In addition to all this, EqTA in order to enforce equal treatment, has created an authority mechanism too that can also be used in matters of higher education: in these matters, the Commissioner of Fundamental Rights acts as an authority.

The EqTA’s scope also extends to higher education institutions.

According to § 11. (1) of Act CCIV of 2011 on National Higher Education: The higher education institution [...]

- c) with its information and advisory system, helps the integration and progress of the students during higher education, with particular attention to the disabled, and provides assistance in career planning during and after the studies, [...]
- e) provides an opportunity for those who are not students to become familiar with the order of the lectures - by ensuring equal access to - and - within the framework defined by the organizational and operational regulations - to visit them, [...]
- g) in the course of its operation, it ensures that those involved in the execution of its duties maintain the requirement of equal treatment and equal access when making decisions regarding students, lecturers and higher education workers.

According to Section 35 (2) of Act CCIV of 2011 on National Higher Education: It is the duty of the person performing education-related tasks to transfer knowledge objectively and multilaterally, to teach and evaluate according to the approved curriculum, to respect the student's human dignity and rights; and that during his or her activity, the instructor take into account the individual ability, talent, and disability of the students.

Higher education institutions have an equal opportunity plan, a code of ethics, and some institutions even have a gender equality policy too, which stipulate the concept of sexism, violence and gender-based harassment and how to deal with them in accordance with the EqTA. The regulations are publicly available on the websites of higher education institutions.³⁹

Increase girls’ access to education - career-orientation –STEM fields

1. Education programmes:

Let’s Teach for Hungary programme

Within the framework of the “**Let’s Teach for Hungary**” programme launched in 2019, higher education takes part in **social mobility**. Primary school students living in small towns and villages are the target group for the program. The participating mentors show them the excitement and opportunities existing beyond their direct environment – zoos, museums, secondary schools, businesses, libraries – to give them an idea of how many different professions and versions of the future they can choose from. In 2023, the programme was present in 21 higher education institutions and more than 100 primary schools, with nearly 900 student mentors and nearly 4,000 mentored primary school pupils. Half of the mentored pupils are girls.

According to the amendment to Article 54/A of Act CCIV of 2011 on National Higher Education, effective from 20 December 2022, the Government supports the talent management and catch-up of disadvantaged students in primary and secondary education and training through the Let’s Teach for Hungary mentoring programme by higher education students. (<https://www.tanitsunk.hu/>)

Budget support amount:

³⁹ <https://net.jogtar.hu/jogszabaly?docid=a1100204.tv>

01 January 2019 – 31 August 2019: HUF 113 659 555

01 September 2019 – 31 December 2021: HUF 2 029 839 105

01 January 2022 – 31 January 2023: HUF 2 498 911 910

Free career orientation system

In the public educational system there is a **free career orientation system available** for all students supporting higher education and choosing a career at the level of educational institutions, and also at the level of pedagogical assistance service institutions under the name of counselling for higher education and career selection. The fulfillment of career orientation-related objectives are also supported by the constructions belonging to the Human Resources Development Operational Programme (HRDOP, or EFOP in Hungarian in case it is the name of the relevant project) between 2016-2023: the EFOP-3.2.5-17 construction with career orientation activities and disseminating information, the EFOP-3.2.13-17 construction with vocational-methodology support to popularize choosing a career in the field of mathematics, natural sciences, IT and technology; and the EFOP-3.4.4-16 construction with services and skill development programmes promoting the admission to higher education. (<https://pom.oktatas.hu/>)

Amount of grant awarded:

EFOP-3.2.5-17: HUF 3 419 580 558

EFOP-3.2.13-17: HUF 998 574 215

EFOP-3.4.4: HUF 7 699 547 698

"STEMpoint" Complex Career Guidance and Talent Management Programme

In the framework of the National Talent Programme, the "STEMpoint" complex career guidance and talent management programme was announced in autumn 2023. The programme supports the implementation of a complex career guidance and talent management programme for girls in primary and secondary education or vocational training in grades 7-12, with the aim of increasing the proportion of students pursuing higher education in the fields of engineering, science, mathematics and information technology (STEM).⁴⁰ Amount of grant awarded: HUF 200 000 000

The Ministry of Culture and Innovation supports initiatives like **Girls' Day and TechCsajok**. Although these programs are not directly financed by the Ministry, they are supported (by the ministry), which is manifested in the participation of the heads of units/heads of departments of the ministry and public speeches at the events.

Girls' Day is The Women in Science Association organises the Girls' Day, a national career orientation day for female students promoting professions close to the fields of STEM. This is an event celebrating gender equality and emphasizing the role of girls in society. Various initiatives, events, and programs are organized during this day to showcase girls' opportunities and achievements in diverse fields, including science, arts, and technology. Girls' Day aims to encourage girls to believe in their abilities and dream big about their future.

Girls' Day will bring together the best technology companies, research institutes and university laboratories in the country. The events of the Girls' Day have reached 17.500 girl since 2012. 190 institutes from 40 cities joined to the program. On an average, 1600 girls take part in 70 events a year. (<https://lanyoknapja.hu/>)

⁴⁰ <https://emet.gov.hu/stempont-komplex-palyaorientacios-es-tehetseggondozo-program-megvalositasa-a-palyazat-kodja-ntp-stem-23/>

TechCsajok (<https://www.techcsajok.hu/>) targets girls interested in STEM (Science, Technology, Engineering, Mathematics), encouraging their participation and development in these fields. It aspires to draw attention to and support girls in choosing scientific or technical careers.

2. Higher education admission process

To increase the share of students studying in the STEM field, the higher education admissions process will be revised as follows:

From the general admission procedure in 2020 onwards, the general requirement will be proof of an advanced level secondary school graduation examination. Until then, only certain fields of study have set this requirement (e.g. humanities). From 2023, **the advanced level examination will no longer be compulsory for admission, and students will be able to apply for admission with intermediate level examination**, depending on the institution's choice.

Starting from the general admission procedure for higher education in 2021, **the possibility of scoring admission points has been extended**. A good or excellent professional exam result in the new technician programme will be used to determine an admission score for further studies in the field of specialisation, similar to the results of the school-leaving exam. Over the last two years, the number of additional points has increased.

Strategies in the field of Research, Development and Innovation (RDI) with a view to increase participation of women in STEM areas

National Research, Development and Innovation (RDI) Strategy, 2021-2030

The Hungarian RDI strategy (approved in 2021) is internally linked to areas that prove to be of great importance for Hungary's competitiveness (taxation, employment, public sector, healthcare, education and corporate environment). **Ensuring gender equality in the RDI system is one of the horizontal objectives**. RDI policy has no direct influence on the general legal environment on gender equality, but it is an important task to ensure gender equality in the RDI system.

Policy interventions:

- **Career guidance** needs to increase the proportion of female applicants for training courses in STEM fields and related RDI projects.
- The creation of gender equality is further facilitated by the **family-friendly institutional system**, which needs to be further strengthened in the field of RDI as well.

John von Neumann Program, 2023

In 2023, the Ministry of Culture and Innovation identified in the framework of the John von Neumann Program the focus areas on which RDI resources should be focused in the next period in order to increase the economic outcome of RDI spending. The Program was adopted by the Hungarian Parliament in June 2023. The focus areas **„healthy living” and „digital transition” support the social innovation of women**.

Improving education outcomes and skills for Roma women and girls

The improvement of the situation of Roma women is a horizontal aspect of the Hungarian National Social Inclusion Strategy 2030, which follows a hierarchical objective system where the implementation

of sub-goals contribute to the achievement of the main objectives. The Strategy focuses on two key target groups crucial for improving social inclusion opportunities: those living in deep poverty (with particular attention to Roma people) and children. The aim is to improve the access of Roma and highly disadvantaged children to inclusive and integrated education, reduce school drop-out rates, and prevent disengagement. To achieve this, several measures have been taken in recent years.

The "**Opportunity Creation in Public Education**" project aims to support inclusive education, address dropping-out of school, enhance the educational and labour market opportunities of disadvantaged students, promote their social integration, and thereby increase the fairness of the public education system and the competitiveness of the economy. Another objective is to develop the alignment, effectiveness, and monitoring of extracurricular disadvantage compensation programmes (*Tanoda*, Second Chance, Bari Shej programme aimed at preventing early school leaving among Roma girls). The programme operated from 2017 to 2021. Implementation period of the priority project: 10.01.2017 - 30.04.2021. Amount of support: HUF 4203,1 million of which EU support: HUF 2939,2 million.

The "**Focus on the Child**" programme, aimed at supporting the development of the youngest children, has been implemented since 2021 in collaboration between 18 civil organisations in 66 settlements facing the most challenging situations. Its aim is to ensure that children under three in families facing difficult circumstances also receive everything they need for their balanced development, especially during the most critical stage of their development, the first thousand days of their lives. The comprehensive service assists families by strengthening parental competencies, providing access to childcare and hygiene tools, and supporting optimal motor development. The amount of EU support: HUF 5000 million.

The "**Kindergarten of opportunity**" programme was implemented with 550 cooperating kindergartens and 1,100 kindergarten educators. Kindergartens participating in the programme had a proportion of disadvantaged children exceeding 10% of the total number of children. The aim was to establish a nationwide network of institutions where members effectively apply educational practices that can enhance children's opportunities later in life and are capable of introducing them to other kindergartens. This contributes to the effectiveness of compensatory capabilities and the mitigation of disadvantages arising from social circumstances. The program was implemented in 2016-2020 with EU funding, the amount of which was HUF 4200 million.

The EFOP-1.4.4-17 "**Bari Shej**" programme specifically targets Roma girls and aims at strengthening their participation in education, reducing drop-out rates, and preventing their exploitation. This programme aims to develop disadvantaged Roma girls aged 10-18 in primary or secondary education to encourage as many students as possible to continue and complete their studies. The programme operated as a domestically funded pilot programme from the Autumn of 2015, and then from 2017 onwards, it was implemented with EU funding with a duration of 24 months. The programme was implemented by 90 organizations (churches and NGOs), and the development of nearly 1,800 Roma girls was achieved. The programme is planned to continue in 2024. The program was implemented with EU funding, the amount of which was HUF 2066 million.

"**Tanodas**" (study hall for after-school education) are non-governmental organisation-operated community spaces with local specifics, built on the voluntary participation of children and young people and individual needs, with independent infrastructure. Currently, a total of 180 "**Tanodas**" operate, reaching nearly 6,000 disadvantaged children annually with their extracurricular programmes aimed at preventing school drop-out. The "**Tanoda**" services were included in the law on the protection of children and guardianship administration in 2019, ensuring continuous operation. The source of the program is HUF 3093,2 million based on the Act on the Central Budget of 2024.

In 2017, *the Dormitory Plus model programme* was launched in dormitories belonging to public education that educate disadvantaged, predominantly Roma pupils participating in primary education. The model programme includes dormitories with low operating capacities where the proportion of pupils receiving regular child protection benefits and pupils from disadvantaged backgrounds is high. These state, church, and civil-maintained institutions operate in the most disadvantaged regions, in 8 counties across the country. On average, the model programme reaches 240 pupils per school year, as well as their families. More than half of the involved pupils would end up in child protection services if it were not for the dormitories. Our goal is to expand the service, involve more dormitories to prevent drop-out and support further education. In 2022, a total of HUF 66 million was handed over to the 8 public education institutions operating the model program.

“Útravaló” Scholarship Programme (Road to the Maturity Exam): The scholarship program, which has been operating for nearly 20 years, aims to provide personal mentoring support and scholarships to disadvantaged, highly disadvantaged Roma students to prevent drop-out and strengthen their chances of further education. Nearly 10,000 students receive support annually. The source of the program is HUF 2555,8 million based on the Act on the Central Budget of 2024.

Currently, there are 11 Roma Boarding Schools in operation, the majority of which are church and university-maintained. Their goal is to promote and strengthen the attainment of diplomas for disadvantaged, predominantly Roma young people participating in higher education. The programme reaches more than 300 students annually. In 2024, HUF 545,7 million is provided from domestic sources.

Taking measures to increase girls’ retention in and completion of primary and secondary education

Early warning and educational support systems also support the prevention of early school leaving. The warning system identifies students at risk of dropping-out and provides them with personalised support, also provides pedagogical and professional support to schools with high rates of students being at risk of dropping-out rates and low performance.

Improving the effectiveness of education, raising the level of qualifications, and strengthening the access of all students to quality education are priority goals of the Public Education Strategy 2030 (Government Decision 1551/2020 (VIII.25.) and previously of Medium-term Strategy to Prevent Early School Leaving 2014-2020. (Gov. Decree 1604/2014. (XI. 4.)). Important measure related to strategic goals is the operation of **Early School Leaving (ESL) early warning and pedagogical support system**, involved in legislation (Government Decree 229/2012 (VIII.28.) on the implementation of Act on Public Education;⁴¹). The **ESL** identifies and provides personalised support to pupils at risk of dropping out and schools with a high rate of pupils at risk of dropping out. At student-level, the warning system monitors signals for ESL such as absenteeism, repeating a grade, underachievement, social factors, and special educational needs. Schools must offer tailored pedagogical support for students who are identified as at risk of drop-out and methodological assistance is provided for schools by Educational Authority. **Early school leaving among females have been decreased from 12,3% in 2018 to 10,4% in 2023^{42,43}** .

⁴¹ You can access said Government Decree here: <https://net.jogtar.hu/jogszabaly?docid=a1200229.kor>

⁴² Central Statistical Office, 2024

⁴³ Eurostat, 2023

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

In the narrative report, please provide details of up to three concrete innovations, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information, with a focus on measures that have outlasted the emergency response. In doing so, countries are encouraged to reflect on lessons learned from the pandemic for ongoing and future crises. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Flexible working arrangements

Access to employment was not restricted in Hungary even in the period of pandemic. Home office and part time employment became more popular in the last two years. In the new Labour Code, which entered into force in 2012, Hungary expanded the range of flexible, atypical forms of employment (working on call, job-sharing, multi-employer contracts), which can provide additional employment opportunities, especially for women.

As regards **the organisation of working time**, the Labour Code contains an entire set of flexible working arrangements to adapt to the needs of the technological developments (*reference period, payroll period, scheduled daily working time* etc.) – with special attention to the sectoral requirements and to the small- and medium enterprises lacking the possibility of regulation by way of collective agreements.

The Code includes a set of **new atypical forms of employment** those enables flexibility: for instance *work on call, job-sharing, employment relationship established by multiple employers and teleworking*.

The compulsory part-time work for returning mothers has been modified several times in recent years. For workers with three or more children, the age limit was raised from 3 to 5 years as of 1 January 2015. As of 1 January 2020, the provision of the Labour Code was amended in the context of this proposal of the family policy area: from 3 to 4 years for workers with one child and from 5 to 6 years for workers with three or more children.

Additionally, with the transposition of the **Directive (EU) 2019/1158 of the European Parliament and of the Council on work-life balance for parents and carers**, the most recent amendment of the Labour Code entered into force on 1 January 2023 ensures more flexible working conditions for parents. *Parents with young children are entitled to request for a change* in the place of work and work schedule, they can request for remote work or part-time work until the child reaches eight years of age. The employer is obliged to respond in writing within 15 days to their written request including the proposed date of the change. The employer can reject the request only in a reasoned written document. In case of an unlawful rejection of the application or a failure to provide the declaration, the court replaces the employer's statement of consent in expedited priority proceedings.

Based on the above, it is our opinion that from a regulatory point of view, the possibility to apply all forms of atypical employment is available, and the transposition of the provision on flexible working conditions of the above mentioned Directive also facilitates atypical employment of workers with children.

According to the Hungarian Central Statistical Office survey, teleworking has gained in value since the second quarter of 2020 due to the impact of Covid-19. In spring 2020, a significant share of home-based workers were those who teleworked or worked from home via an internet connection. The

number of people working from home jumped when the epidemic emerged, from around 100,000 in February 2020 to more than three times that number in March, peaking in May, when it affected nearly 760,000 people, 17% of the workforce. In the second quarter of the year (Q2), the year-on-year rate jumped more than eightfold, and in the third quarter of the year (Q3) it was more than three times the previous year's rate, despite the fact that more people had returned to work by then, after the lifting of restrictions. Since October, with the second wave of the pandemic, working from home has become more common again.

At the beginning of 2021, during the second wave, the threat of the third wave saw further expansion of home working. In February, 482,000 people, or 11% of the workforce, were affected by teleworking or working from home, almost five times more than a year earlier.

Working from home has become one of the most common ways of coping with the changing labour market situation during the pandemic, and its wider uptake is likely to have an impact on future labour market developments.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

In the narrative report, please explain why your country considers these priority areas or contexts and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages). In the online survey, you will be asked to choose specific forms of gender-based violence that your country has prioritized from the list below:

- Intimate partner violence, including sexual violence and marital rape
- Domestic violence committed by other family or household members
- Sexual harassment and violence in public places, educational settings and workplaces
- Violence against women and girls facilitated by technology (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)
- Femicide/Feminicide/gender-related killings of women and girls
- Gender-based violence against women in politics, including women’s human rights defenders
- Gender-based violence in the media
- Gender-based violence in conflict-affected settings
- Child, early and forced marriages
- Female genital mutilation
- Trafficking in women and girls
- Other forms of violence or harmful practices (please specify)
- None of the above

Combatting gender-based violence in the media

Article 14 of Act CIV of 2010 on Freedom of the Press and on the Fundamental Rules of Media Content (hereinafter: Smtv) prescribes the obligation to respect human dignity and a prohibition of the publication of media content that is capable of inciting hatred and exclusion (Article 17), which also requires ex officio action against discriminatory content, which may be against women and girls too. The **Media Council** carries out an official inspection on the basis of a notification submitted to the Authority or ex officio and, depending on the outcome of the inspection, initiates administrative proceedings against the media service provider or media content provider in cases of alleged violations of the law.

To address discriminatory or biased gender portrayals of women, the Media Authority intervenes in cases where media service providers treat women as a social group and as second-class compared to others. This calls into question their equal human dignity and personal rights, as in this case, institutional protection of human dignity becomes necessary.

In the last five years, the complaints received by the Media Authority have mainly concerned the objectification, humiliation, degrading language and the trivialisation of events (sometimes sexual events) involving women in media programmes.

The Authority has typically received notifications alleging violations of women's human dignity. For example, there have been notifications of discrimination against women in the labour market, which have raised the issue of exclusionary content.

- **Internet Hotline** (within the Authority, but operating independently) is an **online information and assistance service** where anyone can report **illegal content or content harmful to minors** in eight reporting categories such as *child sexual abuse material (CSAM)*, *content published without consent*, *online harassment* etc. Internet Hotline is operated by the National Media and Infocommunications Authority however the report does not constitute a public authority case. In 2023, a total of 2047 cases were reported to the IH, of which, as in previous years, child sexual abuse material reports accounted for the largest proportion, 42% of all reports in 2023. 72% of the content examined by analysts and identified as CSAM involved girls. Regarding other reporting categories, IH does not collect data on the gender of the victims. However, IH analysts observe that girls and women are particularly affected by the following phenomena. 158 reports have been received by the IH regarding **sexting**. These nude or semi-nude pictures and videos are typically taken by the either a minor or an adult of him/herself for the purpose of sharing them with his/her current partner, but they may also be lured typically from the minor by a stranger, usually an adult, through grooming. **Grooming** is the process of an adult pretending to be a peer using a fake profile to gain a child's trust online. IH has received 153 reports mainly in the reporting category of *child sexual abuse material*. Non-consensual sharing of intimate images (**intimate image abuse**) refers to the sharing of intimate photos or videos without consent among adults. IH handled 123 such reports in 2023. According to analysts, this phenomenon primarily affects women. Grooming and intimate image abuse cases are often linked to the phenomenon of **sextortion**, which is the threat to distribute or share intimate images if the victim does not comply with the other party's demands, which can include money, more intimate images or a personal meeting. IH has received 27 reports about sextortion in 2023.
- **The Magic Valley Media Literacy Education Centres**—established by the Media Authority in 2014—promote the media and digital literacy education of students aged 9–16 by providing them with hands-on learning experience. All of our workshops focus on core topics of **media and information literacy, and digital safety**. With the help of highly qualified and experienced instructors, students are led through the different workshops and learn about the choices made in the field of media and online world in a playful and experience-based manner. At Magic Valley the Internet workshops help kids to develop their ability to critically evaluate online content and protect themselves when **they come across harmful or illegal content, or face abusive behaviour in cyberspace**. The purpose of the activity is to provide teenagers and adolescents with tools for coping with the dangers of the internet, in an informal, discussion-based manner. The workshops include stories on **cyberbullying, sexting, grooming**, fact-checking, and privacy.

From 2014, the Magic Valley Media Literacy Education Centres has provided the program for more than 90 000 student around the country. (In the year of 2023 the network had 14 000 visitors.) As part of the corporate social responsibility program of the Media Authority, it has been working in close partnership with the SOS Children's Villages, Hungary since 2014. The **underprivileged kids in foster care are the most exposed to harmful or illegal online content and the risks of harmful or illegal contact online (different forms of sexual abuse, sexting, cyber-grooming, grooming for sexual exploitation etc.)**. Thus, the Authority offered them several interactive programs over the years, focusing on different aspects of online safety and tried to provide them with tools to spot abusive online behaviour, offering workshops to educate parents and child protection specialists in online risks and opportunities, digital parenting and conscious digital device usage.

The care of victims of domestic violence

(For further information please see Question 2.)

Combatting trafficking of women and girls

Since adolescents living in state care as well as any people living in extreme poverty (especially girls and women with Roma origins) are particularly vulnerable to exploitation, the National Anti-Trafficking Strategy (*see detailed under question 16.*) placed a strong focus on them by raising awareness and improving the quantity and quality of the care services. The legislative amendments referred to below, the ongoing prevention activities in schools and children's homes, the nationwide campaigns as well as the adoption of the Barnahus method are all contributing to this objective.

Key areas of progress since the last reporting period:

- 1) One of the most significant achievements is the adoption of [Act V of 2020 on the amendment of certain laws to prevent the exploitation of victims of human trafficking](#) in March 2020 (entry into force: 1 July 2020). First of all, the law amendment package voted by the Parliament in full unanimity comprehensively revised the assessment of prohibited prostitution committed by a person under the age of 18.
 - The amendment to *Act LXXV of 1999 on the Rules of Action against Organised Crimes and Certain Related Phenomena, and on the Required Amendments of Law* declared that persons under the age of 18 may not offer sexual services.
 - At the same time, a new section was added to *Act II of 2012 on Minor Offences, Offence Procedures and the Registration System of Offences* as well: the violation of prohibition of offering sexual services is not punishable any more if the offender has not attained the age of majority at the time of the commission of the act. In practice, it means that the minor is treated as presumed victim of trafficking in human beings by the law, instead of commencing an offence procedure against her (him).
 - Lastly, the referral mechanism is laid down in *Act XXXI of 1997 on the Protection of Children and the Guardianship Administration*: the Police shall apply a so-called general protection measure and take the minor to the designated special children's home so as to protect her (him) from the further harmful effects of prostitution. In such a case, the guardianship authority is notified without delay, though the placement is an immediately enforceable decision, and is not subject to prior decision of the guardianship authority.
- 2) Act V of 2020 amended [Act C of 2012 on the Criminal Code](#) (CC) as well. The legal definitions of trafficking in human beings (Section 192) and forced labour (Section 193) were merged since it is conceptually a part to whole relation, while the penalty rates significantly increased. There are several basic cases of the renewed criminal offence, some of which are associated with qualifying circumstances that are more severely punished.

The first basic case in Subsection (1) continuously stipulates the sale of another person as a thing to be punishable. At the same time, the ministerial justification that shall be taken into account for the law enforcement stipulates as a related requirement that the sale of another person necessarily presupposes some kind of power relation.

In contrast to the previous law, in the second basic case in Subsection (2) the exploitation activity itself is precisely defined. At this point the law clarifies what criteria of vulnerability are only required as a factual element, thus creating a clear and consistently applicable normative law. Exploitation, according to this, is always aimed at some kind of victim activity and for either personal or property gain. As it

appears in the normative text, the factual situation between the victim and the perpetrator roots in a subordination of power, ranging from adult-minor or other similar power relations to violent or threatening coercion. The former statutory definition of the forced labour is also included in this section, so it is more severely punished.

The second basic case of the new offence is linked to acts of a preparatory nature in Subsection (3). All transactions of a buying and selling nature that are carried out for the purpose of exploitation are severely punished.

In Subsection (4) the legislator defined it as a qualifying circumstance, if the offender commits the crime for the purpose of engaging in a sexual act or the illegal use of a human body. Further qualifying circumstances in Subsection (5) relate to perpetration to the detriment of a minor or multiple persons, tormenting the aggrieved party or using official powers. Subsection (6) provides for imprisonment up to fifteen years or, under certain conditions, even life sentence, if trafficking in human beings is committed against a minor under the age of 12 or caused danger to life or a particularly serious disadvantage.

In line with the international standards, Hungary criminalized the conscious use of services exacted from victims of trafficking in beings in general, while the already existing punishment of the demand side included in the felony of exploitation of child prostitution (Section 203 of the CC) was significantly tightened. The above-mentioned regulations read as follows:

“Section 192 (8) Any person who:

a) uses or utilizes the work or activity similar to work, service or any unlawful act of a victim of trafficking in human beings and forced labor described in Subsection (2) is punishable by imprisonment not exceeding three years,

b) commits the criminal act described in Paragraph a) through sexual activities or for the purpose of illegal use of human body is punishable by imprisonment between one to five years.”

“Section 203 (2) Any person who gives money or any other form of remuneration for sexual activities with a person under the age of eighteen years is punishable by imprisonment between two to eight years.”

- 3) In 2019, anti-trafficking senior supervisor officers were appointed in all county (capital) police headquarters so as to increase the detection of crimes related to trafficking in human beings, as well as to properly ensure the rights of the victims, as persons requiring special treatment. The National Police Headquarters have been providing their regular training ever since.

(For further information please see Question 2.)

16. In the past five years, what actions has your country prioritized to address gender-based violence?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls

- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing, socioeconomic rehabilitation)
- Introduced or strengthened strategies and interventions to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection
- Introduced or strengthened measures for improving the understanding of the extent, causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls, including through the collection and use of data from different sources
- Other, please specify
- None of the above

Introduction of the National Anti-Trafficking Strategy

(For further information please see Question 2.)

Introduction and strengthening services for survivors of violence

(For further information please see Question 2.)

Other measures

Abused women are provided with health care (basic, professional, and specialised care as well) without referral by the National Health Insurance Fund. Under the compulsory social security system, all providers participate in this type of care under contract with the National Health Insurance Fund Management. Medical staff are prepared to deal with such cases.

The root cause of abuse is complex, and from a medical professional point of view, we can talk about both physical and psychological abuse. Whether psychological abuse occurred or not is determined by a psychologist, psychiatrist, and physical abuse is determined by a doctor or forensic medical expert based on external traces. Regardless of effect or circumstance, healthcare is provided to all, according to needs.

The availability of specialised sexual and reproductive healthcare services for victims of sexual violence are provided in all level of health care system (primary, secondary and tertiary as well) especially for (1) obstetric gynaecological care, (2) emergency contraception, (3) specialised sexually transmitted infection (STI) prevention and treatment (4) safe abortion and post abortion care. Furthermore short- and long-term psychological support services are available also (covered by insurance). Particularly the health care providers are the (1) primarily health centres, doctors' offices or equivalent (non-hospital settings) and (3) hospital setting also, (4) rape crisis centre or sexual assault referral centre. Women's NGOs and other NGOs help in the support too, especially with mental and psychological support. The emergency patient care system (ambulances and hospital units) are open for everyone with an acute health concern.

If sexual abuse or violence is suspected, the following tests are recommended.

- pregnancy test and screening for sexually transmitted diseases (STDs): syphilis, HIV, hepatitis B, chlamydia, gonorrhoea, HPV, Mycoplasma genitalium, genital herpes, trichomonas,

Collection of saliva, secretions of the vagina, rectum, penis for forensic examination within 72 hours; and placing of fingernail scrapings, hairs, contaminated clothing in a sealed envelope.

17. In the past five years, what strategies has your country used to prevent gender-based violence?

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Working with women, men, and couples to improve their skills in interpersonal communication, conflict management, and shared decision-making
- Empowering women and girls to promote their economic independence and access to resources, and promote equitable relations within households, communities and society
- Alleviating poverty through interventions targeted at women or the household
- Create safe environments including schools, workplaces, and public spaces
- Promoting non-violent family relationships and positive parenting practices
- Promoting positive gender-equitable attitudes, beliefs, values and norms, especially among men and boys
- Mobilizing community/faith/traditional leaders, politicians, opinion influencers, journalists, or media influencers (such as sport athletes or celebrities) to influence positive norms
- Raising public awareness to change attitudes and behaviours
- Promoting gender-egalitarian values in primary and secondary education, including through comprehensive sexuality education
- Other, please specify Providing training to law enforcement personnel in the topic of domestic violence
- None of the above

Creating safe environments in schools

Hungary promotes a safe, bullying-free and inclusive educational environment for women and girls. There has been no legislative act passed on this matter over the past 5 years, as the Hungarian Government has a zero tolerance policy on all forms of violence in schools, regardless of the sex or identity of the aggressor ever since 2011⁴⁴. Nevertheless, schools are required to set up an inner protocol the guidelines of which serve as directives to follow in case of bullying or act of violence. In the public education system, teachers and other professionals are supported in a complex way in the prevention, treatment and management of bullying. Furthermore, a comprehensive health promotion programme is part of the schools' pedagogical programmes, with a strong emphasis on improving the knowledge and methodological support of children and teachers working with them. A number of professional programmes and free accredited training courses are available for teachers.

1. Programmes, training

Providing teachers and other professionals with complex support in the prevention, management and treatment of violence in the public education system. A comprehensive health promotion programme is part of the schools' pedagogical programmes, with a strong focus on increasing the knowledge and methodological support of children and teachers working with them. Numerous professional programmes and free accredited training courses are available for teachers. The following programmes and training courses are available:

The "***Mental Health Basic Programme for Teachers***" provides training to improve participants' methodological knowledge and problem-solving strategies. The "***You have someone to turn to***"

⁴⁴ Paragraph 46 (2) of Act CXC of 2011 on National Public Education

programme provides effective support to preventing and stopping bullying, and managing conflicts in a broader sense, and also offers the opportunity to learn about good practices. The **ENABLE** programme aims to address and, where possible, reduce bullying and aggressive behaviour both online and offline, within and outside the school environment. Under the HRDOP 3.1.5 project, violence and conflict management programmes have been developed to provide meaningful support to teachers in their daily work. The programmes implemented by the police (**DADA (NANNY)**, **OVI-ZSARU (Kindergarten Policemen)**, **School Policeman**, **ELLEN- SZER (ANTI-DOTE)**) and the other programmes organised by the National Council for Crime Prevention are also useful in helping teachers to improve their work. In addition, since 2020, school guards have been on duty in schools where the institution has the greatest need for them. The school guard's role is to prevent violent conflicts and keep away unauthorised persons out of the school.

2. Interventions to prevent and reduce school violence

2.1. Provision of school psychologist services

School psychologists can be of great help in dealing with the consequences of violence against children. The number of school psychologists employed in the entire public education system has almost doubled since 2010. The primary aim of school psychology services in schools is to support pupils' personal development and mental health, and to help them improve the effectiveness of their learning methods, thus they can benefit from their education more efficiently.

2.2 Employment of social workers

Since 1 September 2018, public education establishments must employ 1 school social worker per every 1,000 children registered. The school social worker is primarily involved in preventing children from exposure to danger. They also supports the effective functioning and strengthening of the detection and signalling system.

2.3 Setting up a school guard service

As mentioned above, in order to eliminate and prevent school violence that occurs from time to time in schools, a school guard service was set up in 2020 in schools where, according to the school principal's opinion or that of the organisation sustaining the school, there is the greatest need for it. The school guard is responsible for maintaining safe working conditions in schools and preventing violent conflicts.

2.4. Preparation of a guide

In August 2023, a complex professional guide containing information on violence prevention and management was sent to all schools. The guide helps principals and teachers to recognise the signs that may foreshadow a possible act of violence, provides a comprehensive overview of current training and programmes, and contains suggestions about who to address in specific conflict situations.

2.5. Providing training to law enforcement personnel on the topic of domestic violence

(For further information please see Question 2.)

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened legislation and regulatory provisions
- Collected data to better understand the magnitude of technology-facilitated violence, drivers and consequences
- Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, caregivers and educators to ethical and responsible online behaviour
- Worked with technology providers to introduce or strengthen human rights-based design, development and deployment approaches to address technology-facilitated gender-based violence
- Strengthen the capacity of government actors for the development of policy and legislation, and their enforcement and implementation
- Other, please specify
- None of the above

The Digital Child Protection Strategy of Hungary

In a **national consultation campaign on the Internet and digital development (InternetKon)**, held by the Government in 2015, a clear opinion was articulated by the Hungarian people: the World Wide Web should not pose a threat to the safety of children. In addition to the above, the drafting of the Digital Child Protection Strategy of Hungary has become indispensable due to the emergence in recent years of new hazards and concepts in connection with the use of the Internet by children, which require new types of solutions and, to a limited extent, a new system of government instruments. The Digital Child Protection Strategy of Hungary has been drawn up as part of the programme based on the awareness that digital culture plays a decisive and ever-increasing role in influencing everyday life, society and the economy. One of the most important abilities, the conscious use of the Internet, as a channel of accessing digital culture, and the Strategy has concrete measures in regarding against the cyberbullying. The Strategy's measures were active from 2015 until 2020 therefore in the last 5 years it had successful achievements. In 2018 the Youth Department under the Deputy State Secretariat for Youth coordinated the measures related to the Ministry of Human Resources. In 2015 and 2016 a so-called blacklist-whitelist was collected as a meaningful resource for schools. Between 2017 and 2020 A digital media literacy curriculum module system based on the use of digital pedagogical tools (lesson plans, illustrative materials, methodological aids) that can be used in school education. The package contains 36 lessons of material in 12 topics. A short educational film was also made for 10 topics. Since 2019 **Annually 100 kindergartens and nurseries since 2021** have the opportunity to make their website based on their needs. The winner kindergartens will receive a domain name, storage, and free training for one co-worker. Preferably kindergartens and nurseries that don't have their site yet and want to be more efficient with sharing information about everyday life at the kindergarten. **The Netmentor Peer Mentoring Program** trains high schoolers who after finishing the course will go to their school or primary schools to mentor their peers and children younger than them about conscious internet usage. The project's goal is the progress of the peer effect to increase both parties' competencies. The good practice involves all educational materials etc. needed. Source: <https://digitalisgyermekvedelem.hu/en/about-us/>

19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

In the narrative report, please provide amounts of funding and concrete examples of activities or organizations funded, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. (1 page max.)

The effective response to GBV is independent of the type of organisations active in this field, as there are many non-women's organisations active in this field in our country. A detailed account of these organisations is beyond the scope of this report, given their number and the wide range of tasks they perform.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Enacted, strengthened, and enforced legal reforms to combat discrimination and/or gender bias in the media, including social media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media, including social media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other, please specify
- None of the above

Enforcing legal measures to combat discrimination and/or gender bias in the media

As mentioned earlier - *under Question 15 - Article 14 of Act CIV of 2010 on Freedom of the Press and on the Fundamental Rules of Media Content* (hereinafter: Smtv) prescribes the obligation to respect human dignity and a prohibition of the publication of media content that is capable of inciting hatred and exclusion (Article 17), which also requires ex officio action against discriminatory content, which may be against women and girls too.

The **Media Council** carries out an official inspection on the basis of a notification submitted to the Authority or ex officio and, depending on the outcome of the inspection, initiates administrative proceedings against the media service provider or media content provider in cases of alleged violations of the law.

In Hungarian media legislation, the prohibition of violence against women and girls, gender discrimination and related hate speech are all based on the protection of the right to human dignity. However, while official sanctions for hateful media content can only be imposed if a specific protected

group can be identified, this is not necessary for media content that violates human dignity in general. The cases at the Media Council which are relevant to the Declaration falls into the latter category.

In the last five years, the Media Council has not found any incitement to hatred and exclusion of women as a community, but in some cases their human dignity has been compromised.

For example, in one case of reality broadcast shows the following were considered by the Media Authority to be offensive:

- the taking of the female actors' contraceptives and intimate hygiene equipment,
- showing the poor mental state of one of the female characters,
- the depiction of female characters who were drunk and in a situation in which they were unable to perceive the physical and psychological humiliation behind the task assigned to them by one of their partners, and the degrading nature of the task,
- the verbal abuse of one of the female protagonists in a humiliating and abusive manner, and the restriction of personal freedom by one of the male protagonists, which placed him in a situation of aggression that was seriously damaging to his sense of self, and which was undignified and humiliating.

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

In the narrative report, please refer to the list of marginalized groups under question 3 and provide up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:

- Women living in remote and rural areas
- Indigenous women
- Women marginalized on account of race, ethnicity and/or caste
- Religious minority women
- Women with disabilities
- Women living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Girls, adolescents, and younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other, please specify
- None of the above

Combatting violence against girls, adolescents and younger women

As of 1 January 1 2018, the investigation and treatment of child abuse cases in institutions providing child protection services and in reformatories must take place on the basis of the institutional, maintenance and sectoral methodology approved by the minister and published on the ministry's website. The introduction and application of the methodology provides an opportunity for the

institutions to act in the same manner and with binding validity in all cases of child abuse in child protection institutions and reformatories.

Since 1 January 2018, in child protection institutions, the person who exercises the powers of appointment and assignment requests a professional opinion from the previous employer of the person affected by the assignment and appointment and from the persons and bodies performing legal protection tasks at the previous employer regarding the performance of the professional duties of the person concerned and the termination of the employment relationship. Similarly, the person applying to be a foster parent is obliged to declare, as part of the examination of his suitability as a foster parent, whether they have previously been in a foster parent, professional foster parent or foster parent employment relationship with another operator. Based on this statement, the operator requests a professional opinion from the previous operator of the foster parent regarding the performance of the foster parent's professional duties and the termination of the foster parent's legal relationship in order to determine the foster parent's suitability.

The purpose of these amendments was to make historical information and circumstances regarding the previous legal relationship and its termination available to the potential new employer, thereby reducing the risks (dangers) associated with confidential information in order to increase the protection of children.

As of 1 January 2019, the range of reasons for excluding employment was further expanded and the duration of the ban from employment became stricter in the child protection system in order to protect against persons who work with children but have committed specific criminal offences previously. From 1 January 2020, the body authorising the operation of child welfare and child protection service providers, institutions, and networks (Government Office) may request data from the criminal registry for the purpose of examining the existence of exclusionary reasons defined in the Child Protection Act. As a result, the enforcement of the employment bans stipulated in the Child Protection Act can also be checked by the Government Office.

As of 1 January 2019, the duties of the regional child protection services include the Listening and Therapy Service based on the Barnahus model that comprises the examination and therapy of neglected and abused children, especially sexually abused children, as well as - at the request of an official body – the facilitation of the hearing of the affected children. The main goal of the model is to ensure that the child abuse proceedings are not primarily dominated by evidentiary and criminal law aspects, but rather by taking into account the best interests of the child.

The introduction of this new service also complies with the provisions of the Council of Europe's Convention on the Protection of Children from Sexual Exploitation and Sexual Harassment on assisting victims. The application of the service according to the Barnahus method has also been included in the rules of criminal procedure in such a way that victims who require special treatment can be interrogated during the investigation using the service based on the Barnahus model, and it is possible to use the video and audio recordings made in this way as evidence in criminal proceedings. The service is currently available in five locations, and additional centres will be established to ensure nationwide coverage.

In order to take action against the exploitation of victims of human trafficking, the legal institution of the general protection measure was introduced on 1 July 2020. Within this framework, the police can place a child suspected of being a victim of human trafficking immediately, without delay, in the designated special children's home. Five special children's homes operated by the Hungarian Directorate-General for Social Affairs and Child Protection, and four more from 1 January 2023, have been designated to accommodate the affected children within the framework of the general protection

measure. The aim of the measure is to ensure that the child is not exposed to the risk of further sexual exploitation, which hinders their physical, mental and moral development, and that the protection and therapy they need is ensured, if the child cannot be brought up in his own family.

As a further development of the legal institution of the general protection measure, we intend to prepare a feasibility study and implement a pilot programme based on it for the therapeutic institutional care of children who have become victims of human trafficking, in a "protected children's home", as a newly developed form of service. The construction of the protected children's home is planned to take place in 2024, expectedly within the framework of the Swiss-Hungarian Cooperation Programme.

Women in humanitarian settings, refugees

In regards to refugee issues, the Government takes actions as soon as possible. Therefore, the 10th amendment to the Fundamental Law was adopted and promulgated at the end of May 2022. It allows the Government to promptly intervene in case of the ongoing war and **humanitarian catastrophes** linked to it in one of Hungary's neighbouring countries.

Refugees are also entitled to free health care (general, specialist, and specialised treatment, assistance, and care, and mental health assistance and care) and social services.

Primary health care includes general practitioners, general paediatricians, general dental care, occupational health, and treatment provided by nurses. Although, primary care is organised based on territorial coverage obligations, the patient can freely choose their general practitioner.

Refugees are advised to recourse to the nearest primary health care provider. Accommodated Ukrainian refugees receive primary care from physicians with territorial care obligations in their area. The competence of primary care may include the identification, treatment of certain mental health problems, and referral to special care if necessary, or continuing the treatment already applied by a specialist on the basis of their recommendation.

When huge number of **refugees** started to flee from Ukraine to Hungary, the Government acted promptly and **provided the same level of healthcare for refugees as for Hungarians on a national level**. They are provided with healthcare benefits for 30 days with registration number or passport number (as for temporary residency), after that, they have to apply for refugee status to access healthcare.

For those in need, the local government pays for their entitlement to healthcare services and the social security compensation. To make health care more accessible for the disadvantaged, special programmes were initiated. Providing a comprehensive set of high quality, safe, inclusive primary health care services which are accessible, available, and affordable for everyone everywhere, with effective referral systems to secondary and tertiary care.

The refugee **children** (traumatized and **disabled**) are prioritized regarding hospital treatment. The social and health care institutions of the country are the actors. The Government carried out laws which have the power to ensure that women, mothers, and children who are refugees get the same treatment as Hungarians.

Refugees and migrants remain among the most vulnerable members of society faced often with poor living conditions, and inadequate access to health services, despite having frequently occurring physical

and mental health problems. Established governmental public health institutions and services are available to support their health, especially mentally and socially.

The agreement with UNICEF Hungary ensures collaboration between health force workers and Ukrainians, for example exchange of good practices around Hungary's general practitioner system at various relevant events, conferences. Furthermore, it strengthens capacity building of health care professionals' home visiting programme through trainings, and other professional development opportunities. Health care professionals offer advice and emotional support in other crisis situations.

Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Introduced temporary special measures, such as quotas, reserved seats, benchmarks and targets that promote women's participation in politics, especially at decision-making level
- Introduced or increased targets and benchmarks of legislative temporary special measures, such as quotas or reserved seats, to promote gender balance or gender parity in legislatures (aiming for 40 per cent or more of seats being occupied by women)
- Introduced whole-of-government or ministerial cabinet gender parity laws or policies dictating that around half of decision-making positions are occupied by women
- Reinforced the adequate implementation of existing temporary special measures by boosting compliance mechanisms, including through the imposition of sanctions on political parties for non-compliance.
- Provided opportunities for capacity building and skills development, such as mentorship, training in leadership, decision-making, public speaking, self-assertion, and/or political campaigning for women candidates, elected or appointed politicians, parliamentary caucuses, and/or gender equality advocates
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics and public life

- Encouraged the equal political participation of all women, including young women and underrepresented groups like indigenous women, through capacity building, skills development, sensitization and mentorship programmes
- Strengthened civic space and protections for women's movements and women human rights defenders
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other, please specify
- None of the above

Providing opportunities for women in leadership

Our country is not thinking in terms of quotas to increase women's participation in political and public life. The right way to achieve this goal is to replace mandatory quantitative quotas (top-down) with bottom-up measures such as motivating, training and mentoring women, which are more effective in the long term.

The **Women's Public Leadership Program** launched by Mathias Corvinus College in 2018 aims to help identify and nurture talented young women who have the ambition to be public leaders, want to make a difference in their communities and are committed to improving the future of their communities. In addition to traditional forms of education, the programme focuses on skills development and practical experience. Participants will be challenged to solve project tasks, demonstrate their resilience and leadership skills through simulation games and improvisation, and meet renowned Hungarian and foreign leaders, professionals and politicians in lectures and panel discussions. The free post-graduate training is offered to young women aged 23-37 with Hungarian and English language skills, who already have a degree and ambition to become public figures.

Participants typically come from a variety of backgrounds (public and private, public sector, private or competitive). The diversity of backgrounds of the 2023 intake is demonstrated by the fact that the 2023 intake includes lawyers, journalists, entrepreneurs, project managers, military officers, government officials, analysts and tourism professionals. As part of the recruitment process, candidates will be given written and oral tests to demonstrate their competences.

Encouraging the participation of Roma women in public life

As **aids, tenders and external support** alone do not create the chance of integration, individual people and families must also be given the ability and opportunity to return from the margins of society. It is necessary to empower communities, to support them to become active forces, active citizens. Good political and cooperation intentions are of no use if there are no operational, adequate tools, methods and organisations to support, implement, monitor, and develop them. Therefore, on 1 November 2016, Directorate-General for Social Empowerment launched a complex programme. One of the goals of the complex programme for segregated areas, also known as complex settlement programme, was to contribute to the growth of Roma women's social role by promoting the creation of civil society organizations, providing them professional support, organizing events and providing legal advice.

Improving the situation of Roma women can only be achieved with the active participation of the target group concerned. Therefore, their involvement in public life should be supported. Roma women's non-governmental organisations have an important role to play in this, so developing them and helping them to work together is a priority to establish and improve long-term relationships.

The programme included: the generation of 50 Roma women's non-governmental initiatives, legal advice and training for non-governmental associations to become organisations, legal expertise for the legal registration of non-governmental organisations, and support for 20 registered non-governmental organisations.

A total of 55 Roma women's communities were established, of which the programme **concluded a cooperation agreement with 22 Roma women's non-governmental organisations** and helped their work through its professional support. **Associations and foundations have also been registered**, and the Department for Social Empowerment and the flagship project have played an active role in their establishment and support. The programme ended on 31 December 2023.

23. In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free Wi-Fi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other, please specify
- None of the above

Education and training in ICTs

Promoting digital literacy and skills development among women and girls remains a focal point. Through initiatives like Programme Your Future, the National Digitalization Strategy 2022-2030, and others, Hungary empowers women and girls to thrive in the digital economy by equipping them with essential digital skills.

• **National Digitalization Strategy 2022-2030**

Responsible authority: Cabinet Office of the Prime Minister, Digital Hungary Agency

Brief description of the measure: This domestic policy document aims to ensure that Hungary meets the goals to be achieved by the Digital Decade Policy Program 2030. It not only focuses on: digital infrastructure development, digital skills and training, inclusiveness, digital economy, innovation, digital government, but it also draws attention to groups of disadvantaged persons, including woman and girls. As approaching 2030, this policy and its impacts are regularly monitored and the measures adjusted to the needs of citizens.

National Digitalization Strategy 2022-2030: <https://kormany.hu/dokumentumtar/nemzeti-digitalizacios-strategia-2022-2030>

▪ **Training and employment of female ICT professionals (National Digitalization Strategy 2022-2030)**

Responsible authority: Cabinet Office of the Prime Minister, Digital Hungary Agency

Brief description of the measure: Measure 3 - Increasing the proportion of women with tertiary education in IT

Content of the measure: Implementation of supplementary programs aimed at promoting retention in tertiary education and preventing early dropout, particularly targeting female students, by tertiary education institutions. Connection with the goal: Increasing the proportion of those with tertiary education is partly achieved by increasing the graduation rate, thus reducing the dropout rate. To this end, tertiary education institutions should actively support female students in the field of IT education to successfully complete their studies. Preliminary schedule: The GINOP Plus-5.3.5-23 "Enhancing student success with dropout-reducing, learning-supporting programs" scheme will be announced in December 2023 as part of the annual development framework of the Economic Development and Innovation Operational Program Plus, as stipulated by Government Decree 1300/2021. (V. 21.) Expected impact and related timing: The dropout rate in the IT education field is expected to decrease to 19% by 2029 (2021: 26%).

▪ **DIMOP PLUS**

Responsible authority: Cabinet Office of the Prime Minister, Digital Hungary Agency

Brief description of the measure: In the establishment of the Monitoring Committee (MC), particular emphasis was placed on fostering gender equality by ensuring representation from relevant organizations dedicated to promoting this cause. Alongside civil society and environmental partners, the MC includes entities actively engaged in advancing social inclusion, fundamental rights, the rights of individuals with disabilities, and non-discrimination, with a strong focus on gender parity. This inclusive approach encompasses a broad spectrum of economic and social stakeholders, spanning sectors such as education, research and development, energy, telecommunications, and information technology, as well as governmental bodies, thus reinforcing the commitment to gender equality within the MC's composition.

During the deliberations for DIMOP Plus, particular attention is devoted to increasing the proportion of highly skilled ICT professionals, with a specific focus on enhancing the representation of women in this field. Additionally, efforts are directed towards fostering the development of specialized competencies that support the achievement of this goal.

In addition, it aims to facilitate the increase in the number of female ICT professionals by providing special opportunities for women, aiming to address the current underrepresentation in the field.

DIMOP PLUS: https://archive.palyazat.gov.hu/digitalis_megujulas_operativ_program_plusz

▪ **Programme Your Future!**

Responsible authority: Ministry of National Economy (NISZ, IdoSoft, KIFÜ) Prime

Brief description of the measure: The Programme Your Future! project, which aimed increasing the number of people with IT qualifications relevant to the labour market and improve the quality of their skills, ended in the autumn of 2023. The main result of the programme was more than 8200 university IT students involved (with professional courses and other services), more than 4000 career guidance and other events implemented in specific groups (for example girls).

The 'Programme your Future' project that has come to an end in 2023 increased the number of young people applying for higher education in IT in Hungary. While in 2016 5,166 people applied for full-time

BA university education, in 2019 there were already 6,860. The prestige of higher education IT courses has increased, and many ICT companies have established daily contacts with universities in order to help graduates enter the labour market with up-to-date knowledge.

Programme Your Future!: <https://programozdajovod.hu>

▪ **40+ female role models in the digital economy**

Responsible authority: IVSZ, WiTH Egyesület/WiTH Association

Brief description of the measure: For the second time, the IVSZ – Digital Economy Association and the WiTH Association (Women in Technology Hungary) are announcing the "40+ female role models in the digital economy" competition. They are searching for nominees who demonstrate outstanding innovation and inspiration in their fields, as well as those who excel as team players. These nominees serve as role models for those working in technology, as well as for younger generations and women transitioning careers. Through their work, they shed light on the opportunities within the digital economy and technology sector. This year, they have also introduced a special award for women excelling in education, highlighting their exceptional contributions to the field.

40+ female role models in the digital economy: <https://nisz.hu/sajtoszoba/40-ev-feletti-noi-peldakepeink-a-digitalis-gazdasa-d198>

24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

In the narrative report, please provide a summary of the evolution of your country's national machinery for gender equality, its mandate, location within government, current budget (in local currency and as a proportion of total government spending). Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked four additional questions.

First, you will be asked to choose among the following options with regards to the current location of the national women's machinery within government:

- Ministerial level or equivalent whose head has full cabinet participation
- Entity ascribed directly to the Head of the Executive or entity whose head directly reports to the head of the Executive (e.g. offices ascribed to the presidential office, secretaries, national institutes, among others)
- Entity within a sectoral Ministry (e.g. sub-ministerial, under-secretary positions, institutes, councils and others)
- Entity below sub-Ministerial level (e.g. advisory or consultative commissions/ committees/ working groups in the Executive; ombudsman's and advocates offices; interdepartmental bodies/taskforces; decentralized mechanisms within the Executive at provincial/local level)
- Not applicable
- Other, please specify

Second, you will be asked whether the national women's machinery has adequate financial resources and staff capacity to fulfil its mandate (YES/NO) and to choose one of the following

statements to describe the evolution of the budget of the national women's machinery over the past five years:

- The budget of the national women's machinery has increased (as a proportion of overall government spending)
- The budget of the national women's machinery has remained stable (as a proportion of overall government spending)
- The budget of the national women's machinery has declined (as a proportion of overall government spending)
- Not applicable
- Other, please specify

Third, you will be asked to choose among the following options with regards to the guiding vision that best describes the current mandate of your country's national women's machinery's:

- *Protecting families, women and children*
- *Promoting the wellbeing and rights of women and girls*
- *Ensuring gender equality is realized for all*
- *Not applicable*
- *Other, please specify*

Finally, you will be asked about the number and names of programmes that the national women's machinery is directly responsible for implementing.

Women's Policy Unit within the Ministry of Culture and Innovation

The women's policy organisational unit supporting the promotion of women has been present in public administration in Hungary since 1997. In 2014, the State Secretariat for Family and Youth Affairs was set up, with a separate department dedicated specifically to women's policy. In 2020, when the Ministry of Human Resources was separated from the Prime Minister's Office, the area of family affairs was established within the Prime Minister's Office. In May 2022, the area was transferred to the **State Secretariat for Families** in the **Ministry of Culture and Innovation**,

The **Secretariat of the Human Rights Working Group of the Ministry of Justice** is responsible for the functioning of the **Thematic Working Group on Women's Rights**, which is part of the Human Rights Working Group. The Chair of the Thematic Working Group on Women's Rights of the Working Group on Human Rights, established by Government Decision 1039/2012 (22.II.) on the Human Rights Working Group, is held by the State Secretary for Families. The Thematic Working Group currently has 20 civil society organisations as members and a further 22 organisations participate as invited participants.

The Office of the Commissioner for Fundamental Rights, the Directorate General for Equal Treatment, the Central Statistical Office, the National Authority for Data Protection and Freedom of Information, the Integrated Legal Protection Service, the Hungarian Trade Union Confederation, the Democratic Trade Union of Employees, Social and Health Workers in Hungary (MSZ EDDSZ), the National Association of Entrepreneurs and Employers, and 1-1 representatives of the ministries, as well as at least one representative from the Secretariat of the Human Rights Working Group participate in the meetings as permanent invitees with the right to deliberate.

According to Annex 3, (117) of the 3/2022 (VIII.8.) regulation (hereinafter: Regulation) of the Ministry of Culture and Innovation on the Organizational and Operational Policy of the Ministry⁴⁵, the Women's Policy Unit is located within the Department of Adoption and Women's Policy in the Ministry of Culture and Innovation. According to points 7.2.4.6. (3) (9)b),c),d), (10)b), (13) of the Regulation, the department:

- analyses the impact of government decisions on family policy and women's policy
- in its coordinating, planning and strategic tasks relating to women's policy issues:
 - develops action and professional programmes and monitors their implementation,
 - contributes to the elaboration of relevant policy development concepts,
 - coordinates the development and implementation of cross-sectoral and multidisciplinary programmes and concepts relating to women's policy.
- in its tasks relating to analysis, research coordination and information development
 - coordinates and monitors information developments in the field of women's policy,
 - coordinates the operation of statistical, data collection and information systems in the field of women's policy.

Additional functions of the department, according to points 7.2.4.2. (2), (5), (6) and 7.2.4.6. (13) of the Regulation, that it

- contributes to the definition of strategic directions for mental health promotion, health education and health protection for women and families, the development of prevention programmes, action plans and strategies in this field, and participates in mobilising society
- contributes to the implementation of a family-friendly obstetric system,
- contributes to the professional tasks related to population policy
- contributes to the development of the professional concept of infertility treatment in cooperation with the Family Support Department, and monitors the implementation of the programme.

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In Hungary, there is extensive and regular social consultation with civil society organisations. According to the common rules on social consultation of Act CXXXI of 2010 on Social Participation in the Preparation of Legislation, it is necessary to involve broad sections of society in the preparatory processes.

The members of the Thematic Working Group on Women's Rights within the Working Group on Human Rights and of the Working Group responsible for the elaboration of the Strengthening the Role of Women in the Family and Society (2021-2030) Action Plan have been extensively involved in the elaboration and amendment of the Action Plan and their opinions and suggestions will be incorporated in the continuous monitoring.

⁴⁵ <https://njt.hu/jogszabaly/2022-3-B0-80>

Hungary regularly participates in meetings of European and International organisations working towards the empowerment of women, such as the Gender Equality Commission of the Council of Europe and advisory committees of representatives of the European Commission responsible for gender mainstreaming at national level, for example the High Level Group on Gender Mainstreaming (HLG) and the Advisory Committee on Equal Opportunities for women and men (ACEO). Hungary - as a member of the European Union – is also working with the European Institute for Gender Equality (EIGE) to achieve improvement in the field of gender equality.

26. If there is a national human rights institution in your country, what measures has it taken to address violations of women’s rights and promote gender equality?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In doing so, countries are encouraged to report on the institution’s role in promoting women’s rights in national legislation and policies. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked whether there is a national human rights institution in your country (YES/NO) and if so, whether it has a specific mandate to focus on gender equality or discrimination based on sex/gender (YES/ NO)

In the specified cases outlined by the Equal Treatment Act⁴⁶ (hereinafter: Ebktv.), the **Commissioner for Fundamental Rights of Hungary** operates within an administrative authority procedure. Within this framework, the Commissioner has the authority to issue binding decisions and levy sanctions against offenders. The responsibilities and powers delegated to the **Ombudsman** by the Act are executed by a distinct department within the Office known as the **General Directorate for Equal Treatment**.

According to the Ebktv., the concept of equal treatment is infringed upon, meaning discrimination occurs when someone is disadvantaged due to a protected characteristic outlined in the Act. Article 8 of the Equal Treatment Act enumerates these protected characteristics, including belonging to the female sex (Article 8(a)) and maternity (pregnancy) (Article 8(l)), thereby ensuring legal action against violations targeting women. Discrimination, as per the Act, encompasses various forms such as direct discrimination, indirect discrimination, harassment, unlawful segregation, and retaliation.

Starting 1 January 2023, the Ebktv. paragraph 21 aligns with the European Parliament and Council directive of 20 June 2019, concerning the balance between work and private life for parents and caregivers, as well as Directive 2019/1158/EU, which revokes the EU Council Directive from 2010/18. Within this framework, Ebktv. Article 21, point j), identifies discrimination related to the application or utilization of unpaid leave until the child reaches three years old for caregiving purposes.

In the past five years, applicants possessing the protected characteristics of female gender and maternity (pregnancy) have predominantly encountered challenges within the realm of employment. The highest volume of complaints has revolved around the termination of employment for pregnant women during their probationary period. Additionally, the General Directorate for Equal Treatment has investigated cases where employers, following a childcare leave of absence, subjected female workers with young children to less favourable terms of employment. These investigations also revealed instances where employers failed to renew the contracts of pregnant workers upon the

⁴⁶ in Hungarian 2003. évi CXXV. törvény az egyenlő bánásmódról és az esélyegyenlőség előmozdításáról,

expiration of fixed terms, neglected to provide extra compensation for additional work performed by pregnant workers, and subjected female workers to harassment in the workplace.

In several instances, parties involved in the administrative procedure reached agreements, leading to various outcomes such as the respondent issuing an apology to the applicant, reinstating the applicant to their original position, offering employment in a new role, or providing compensation for any inconvenience caused. Some applicants opted to settle matters with the respondent outside the administrative procedure, resulting in the request for termination of said procedure. Additionally, the authority rendered infringement decisions in numerous cases, carefully considering all aspects, including the gravity of the violation and the appropriate sanction.

Possible sanctions, which could be imposed individually or in combination, included issuing a warning to the offender, mandating an end to the infringement, prohibiting future violations, imposing fines, and publicly disclosing the decision.

In Hungary, various regulations offer benefits to women who bear and raise children, particularly those with three or more offspring⁴⁷. Furthermore, it is important to note that Hungary's domestic prison legislation also considers benefits concerning the prisoner's circumstances and the conditions of their confinement, specifically addressing the needs of female inmates. There are provisions tailored to situations where an inmate is pregnant, with distinctions made based on whether the woman is in her first 12 weeks of pregnancy at the commencement of her sentence⁴⁸. The Office of the Commissioner for Fundamental Rights of Hungary has addressed the relevant legislative provisions in the form of legislative opinions and reports.

- Benefit for mothers with four or more children;
- Benefit for mothers under 30;
- Family allowance, which can be claimed by both parents.

During on-site inspections, the Commissioner for Fundamental Rights (CFR) focuses keenly on the well-being of female detainees, especially pregnant women and mothers serving custodial sentences. This attention is given within the context of both OPCAT (Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment) NPM (National Preventive Mechanism) on-site inspections and the investigations and on-site inspections conducted by the General-Directorate of Police Complaints.

For instance, during the OPCAT visit to the Bács-Kiskun County Penitentiary on April 18, 2023, the CFR not only inspected the general facilities but also paid a specific visit to the Mother and Child Unit in Facility II. This demonstrates the commitment of the CFR to ensuring the rights and dignity of women detainees, particularly those who are pregnant or have children, are upheld and protected within the custodial system.

The legislature further demonstrates a preference for women within pension legislation as outlined in Act LXXXI of 1997 on Social Security Pension Benefits, particularly regarding old-age pension entitlements. It distinguishes between regulations for old-age pension entitlement and those exclusively designed for women⁴⁹. Notably, women with a minimum of 40 years of qualifying service are entitled to a reduced old-age pension, regardless of their age, while those with at least 40 years of qualifying

⁴⁷ These benefits are outlined in the provisions of Act CXVII of 1995 on personal income tax, which includes reduced basic personal income tax allowances for specific categories of women. These include allowances for mothers with four or more children, mothers under 30 years old, and family allowances accessible to both parents.

⁴⁸ These regulations are delineated in Act No CCXL of 2013 on the enforcement of sentences, measures, certain coercive measures, and offender detention, specifically within Articles 116 (4), 128, 156 (3), 169 (2), 223 (1) b, 231 (2), 245 (3) b, 250 (4) a, 277 (3), and 288 (2) b.

⁴⁹ Report on the reduced old-age pension for women: AJB-777/2018

service are entitled to a full old-age pension, irrespective of age (§ 18 (2a))⁵⁰. Moreover, the legislation incentivizes women to have children by implementing special rules for those who have raised five or more children⁵¹.

These examples serve to illustrate the numerous favourable regulations for women that have been enacted in Hungary over the past five years.

Peaceful and inclusive societies

Critical areas of concern:

E. Women and armed conflict

I. Human rights of women

L. The girl child

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information, including specific actions related to National Action Planning on 1325 and the WPS Humanitarian Action Compact. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other, please specify
- None of the above

⁵⁰ Cases by the Office of the Commissioner for Fundamental Rights of Hungary:

AJB 2395/2022

AJB-991/2022

AJB-2358/2023

⁵¹ According to § 18 (2d), the eligibility period for pension benefits is reduced by one year for each child raised in the household, up to a maximum of seven years. A child raised in the same household is defined as one by blood or adoption who has resided with the beneficiary and has been under their care regularly, or who meets the criteria outlined in Section 12(2) of Act LXXXIV of 1998 on Family Support.

Women in the Hungarian Defence Forces

The **Hungarian Defence Forces** (hereinafter: **the HDF**) provides opportunities for all levels of society to participate in the service of the homeland. It also offers women a wide range of support and benefits to promote career path and career opportunities. **The HDF does not discriminate between male and female workers** and is available to both skilled and unskilled people with low levels of education. People from all parts of the country can apply to join the military, giving low-status workers the opportunity to earn a living. The education system also supports the possibility of a military career and provides intermediate and advanced training to join the HDF. National defence education and the transmission of patriotic values are also an important part of the school system, which contributes to strengthening the values of the HDF and reintegrating it into Hungarian society, especially among young people. In addition to secondary education, **the HDF Non-Commissioned Officers Academy** (hereinafter: **NCOA**) also offers the possibility of retraining and further training. It is also a training centre for non-commissioned officers, as well as for the basic and advanced training of team members. **Gender equality in the application process is ensured and the number of women graduating from the Academy has increased over the last 10 years.**

In the HDF, women hold a wide range of positions, both civilian and military, and hold leadership or executive roles at all organisational levels. If they meet the requirements of the military branches and specialisations, they can hold any military or civilian post. In addition, from 2015 when recruiting for the military, the physical assessment considers the physical capacity of the women, e.g. kneeling-squatting-arm-bending-stretching, 3200 metres flat running, 1600 metres fast march.⁵²

In 2023 the percentage of women in the HDF, including both civilian and military personnel, was 29.71%. Of these, 22.94% of officers, 23.63% of non-commissioned officers and 12.6% of enlisted personnel are women. The proportion of women in the Voluntary Reserve (VR) is 20.47% of the total Voluntary Reserve Personnel. 32.74% of women and 10.38% of women in the VR hold the rank of officer.

Preparation of the Women Peace and Security (WPS) National Action Plan (NAP)

The main focus of the Defence Equality Policy in Ministry of Defence (MoD) in the recent period, has been the preparation of the **Women Peace and Security (WPS) National Action Plan (NAP)** based on **UNSCR 1325**. The first workshop on the NAP was held on 31 January 2020 with the participation of experts from the MoD and the HDF. Decisions on the compilation of the NAP were the subject of a lengthy consultation process, as a result of which the Defence Policy Department of the Ministry of Defence (MoD DPP) took responsibility for the drafting of the NAP, while the Human Policy Department of the Ministry of Defence (MoD HPD) participated as a contributor. Later on, MoD HPD also took over the tasks related to the overall equal opportunities and gender policy. The Slovenian Presidency of the Central European Defence Cooperation (CEDC) 2020 organised a video conference on WPS, where Hungary was represented by MoD HPD. MoD DPP had already drafted the NAP in 2020, which only needed some technical modifications. However, this draft has not been adopted at ministerial level. **In 2022, a planning process was re-launched, resulting in a new Action Plan in 2023. This new strategy is currently under ministerial referral.**

28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further

⁵² 10/2015. (VII. 30.) Regulation of the Ministry of Defence on medical, psychological and physical fitness for military service and the review procedure. (In Hungarian: (10/2015. (VII. 30.) HM rendelet a katonai szolgálatra való egészségi, pszichikai és fizikai alkalmasságról, valamint a felülvizsgálati eljárásról.) <https://net.jogtar.hu/jogszabaly?docid=a1500010.hm>

information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements at all levels
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Adopted gender-responsive approaches to the prevention and resolution of armed or other conflict
- Adopted gender-responsive approaches to humanitarian action and crisis response
- Protected civil society spaces and women’s human rights defenders
- Developed, adopted and / or implemented a high impact National Action Plan on 1325
- Other, please specify
- None of the above

Women and peacekeeping

Hungary has the highest proportion of female active duty soldiers among our NATO allies, at 19.9% in 2020. This proportion increased further to 20.17% in 2023. The proportion of female soldiers participating in international operations and missions ranged between 9-16% in 2023. Since 2018, **the number of female soldiers serving in peacekeeping operations has increased** in different missions.

Domestic personnel serving in peace support operations undergo extensive training before being deployed to the operational areas. **The HDF Peace Support Training Centre** (hereinafter referred to as **HDF PSTC**) provides national and international peace operations training, target preparation and courses – e.g. UN International Military Observer Course, Peace Operations Cooperation Course – for personnel on individual assignments and members of military contingents, which also include modules related to the focus areas of the **Women, Peace and Security Agenda**. **Topics include conflict-related sexual violence (CRSV), sexual exploitation and abuse (SEA), child protection, protection of civilians, social and cultural roles**, etc. These trainings are based mainly on the modules of the **UN Core Pre-Deployment Training Materials (CPTM 2017)** and the **NATO ACT Gender Advisor training package**. The HDF PSTC organises a number of courses, training courses, professional conferences and is also involved in the processing of experiences of personnel involved in operations. **Several training sessions have been organised for Group Commanders, Commanders, Deputy Commanders and Unit Flag Officers, which have focused on social roles in a military perspective, including CRSV and WPS for participants.**

Participation of women in COVID-19 crisis response activities

Women make up more than 70% of the world's health workforce, and the proportion is even higher in the informal health sector. The response to the COVID-19 pandemic has been particularly challenging for health workers. In the health sector, an important goal in preventing and responding to the epidemic was to ensure that **men and women were equally represented in decision-making**, taking into account the individual needs of all women and girls.

Hungary's National Chief Medical Officer, a woman, Dr Cecilia Müller, who was a member of the Operational Task Force for the Control of the Coronavirus Pandemic, played a key role in the response to the pandemic. **Dr. Cecilia Müller was awarded the WHO's highest honour for her expertise in the management of the coronavirus pandemic on 15 November 2022.** The award was presented by

the organisation's Regional Director-General Hans Kluge, who praised, among other things, the expertise, commitment and scientific rigour of the Hungarian National Medical Officer.

In order to mitigate the adverse impact of the coronavirus pandemic on community life and to re-launch community life, the Government has established **an Operation Corp Responsible for the Restoration of Community Life, in which women have played a significant role**. The Group was also chaired by a woman and included 8 women among its 7 members and 16 permanent invitees.

The Club of Women for Hungary has awarded exemplary women who did courageous and outstanding work during the first wave of the coronavirus outbreak.

The Women for Hungary Award was created to recognise women who, during the coronavirus pandemic, courageously, perseveringly and in an exemplary manner, stood up for their work in areas of outstanding importance in slowing down the spread of the pandemic, preventing and treating the disease, reducing the negative effects of the pandemic. Some 500 nominations were received in the time available. The awards were presented on 5 October 2020 in four categories: health, education, social care and other. Five women were honoured in each category, with one grand prize winner, the winners of the public vote, also being recognised. The main prize for each group was a gross cash prize of HUF 5 million.

29. [In the last five years](#), what actions has your country taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

In the [narrative report](#), please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the [online survey](#), you will be asked to select specific actions from the list below:

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other, please specify
- None of the above

Taking measures to combat trafficking of women and children

In February 2020, Government Decision No. 1046/2020 adopted Hungary's [National Anti-Trafficking Strategy for 2020–2023](#).

(For further information please see [Question 16](#).)

Increasing access of refugee women to violence prevention and protection services

The war in Ukraine

The issue of trafficking in human beings receives special attention in the context of the Ukrainian crisis. Vulnerable refugees, especially women and children, are at an increased risk of victimization. Concerning law enforcement, County Police Headquarters were instructed to pay particular attention to identifying potential threats to women, children and the elderly in the course of their duties and to take necessary action to prevent the victimization.

In order to raise awareness to the dangers of prostitution and labour exploitation specifically, the Ministry of Interior and Ministry responsible for the family affairs have prepared and printed in 250,000 copies an information material in Hungarian and Ukrainian. The leaflets were distributed at the border, at the capital's major train stations and at the airport, as well as on various online forums. It also includes the telephone numbers of two main organizations maintaining sheltered accommodations for victims of trafficking. Large flyers with the same contents as the leaflets also help to inform those crossing the border.

Moreover the police also promptly and thoroughly investigate all reports and indications of victim trafficking. Protected accommodation for victims of human trafficking and child protection institutions are prepared to receive Ukrainian women, their dependent children, and unaccompanied minors.

In May 2022 and September 2022, a unit of the National Bureau of Investigation participated in the Hackathon online joint action day, which aimed at detecting criminal networks that use websites, social media platforms and DarkWeb to recruit Ukrainian refugees for sexual and labour exploitation. From 15 to 21 June 2022, the Hungarian police participated in the EMPACT action days against labour exploitation, with a special focus on the vulnerability of Ukrainian citizens.

The National Bureau of Investigation, led by Europol, also joined a new initiative that will allow Airbnb to directly alert Member States' central anti-trafficking units about short-term bookings in countries neighbouring Ukraine that raise suspicions of trafficking.

30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Taken measures to combat discriminatory social norms and practices and increased awareness of the needs and potential of girl children
- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage

- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices such as child, early and forced marriage and female genital mutilation
- Implemented policies and programmes to eradicate child labour and to recognize, reduce and redistribute unpaid care and domestic work undertaken by girl children
- Promoted girls’ awareness of and participation in social, economic and political life
- Incorporated STEM education / closure of gender digital divide in access to digital tools and competencies for girls
- Other, please specify
- None of the above

Strengthening legal measures in order to combat violence against children

Act CXLIX of 2017 amended certain provisions of Act C of 2012 on the Criminal Code with the aim of increased protection of children. According to the new provision being effective of 2018, if a crime against the freedom of sexual life is committed to the detriment of a person under the age of 18, the **offender must be permanently prohibited from practicing any occupation or activity in the framework of which the education, supervision or care of a person under the age of 18 is involved.**

Act LXXIX of 2021 amended the respective provisions of Act C of 2012 on the Criminal Code on the expiration of the statute of limitations. According to these, if the victim of a sexual offence punishable by more than three years imprisonment was under the age of 18 at the time of the commission of the crime, the limitation period starts only after the victim reaches the age of 21.

Act LXXIX of 2021 amended the provisions of the Criminal Code on parole and probation in order to **provide higher protection for victims of serious violent crimes committed against relatives.** Act CVIII of 2020 already prohibited the release on parole if the perpetrator was sentenced to imprisonment for a violent crime committed against his/her relative and threatened with imprisonment of eight or more years. Act LXXIX of 2021 added to this provision that no one may be released on parole who committed a crime against the freedom of sexual life threatened with imprisonment of eight or more years to the detriment of a person under the age of 18.

Act CVIII of 2020 introduced the provision that a person sentenced to imprisonment for a violent crime committed to the detriment of his/her relative is under mandatory probation for the probationary period of the suspension of the imprisonment. Act LXXIX of 2021 added to this provision that the probation is mandatory for the term of the suspension of the imprisonment in case of offenders who committed a crime against the freedom of sexual life to the detriment of a person being under the age of 18.

Act V of 2020 fundamentally re-regulated the definition of human trafficking and drastically increased the penalties for offences related to child prostitution.

Act LXXIX of 2021 comprehensively amended the definition of child pornography.

Act XC of 2017 on the Criminal Procedural Code entered into force on July 1, 2018. It devotes a separate chapter to the provisions on the application of special measures during criminal proceedings for persons requiring special treatment. For victims and witnesses who require special treatment, the authorities ensure that they can effectively and safely participate in the criminal proceedings. These measures guarantee the protection of privacy, the protection of personal data, secure the attendance through telecommunication devices, ensure the avoidance of any unnecessary contact with the offender and secure that the interrogation takes place in a room made suitable for the need of the person concerned. All victims and witnesses being under the age of 18 and all victims of offences against the freedom of sexual life are automatically regarded as people requiring special treatment.⁵³

⁵³ The English translation of Act C of 2012 on the Criminal Code is accessible here: <https://njt.hu/jogszabaly/en/2012-100-00-00>; The English translation of Act XC of 2017 on the Criminal Procedural Code is accessible here: <https://njt.hu/jogszabaly/en/2017-90-00-00>

Strengthening girl's access to skills development and training

(For further information please see Question 13.)

Combatting violence against girls

(For further information please see Question 21.)

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-resilient agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other, please specify
- None of the above

There were no gender-perspectives integrated into environmental policies as the Hungarian Government handles environmental policies as a whole having the same effects on women and men.

Results from the past five years in Hungarian Climate Policy

- **NCCS-2 - Second National Climate Change Strategy.** The Parliament adopted the first National Climate Change Strategy in 2008. The 2nd NCCS was adopted in 2018 for the period 2018-2030, and provides an outlook for the period up to 2050. The four main objectives are: decarbonization, analysis of climate vulnerability, adaptation and preparation, partnership for climate. The Strategy includes the **National Decarbonization Roadmap**, the **National Adaptation Strategy**, and the **"Partnership for the Climate" Awareness Raising Plan**, which designates the target ranges, priorities and directions of action for the reduction of greenhouse gas emissions until 2050.
- **First CCAP - Climate Change Action Plan (2018-2020).** The primary function of the first CCAP is to put the objectives set out in NCCS-2 and its sub-strategies into concrete actions, thereby translating the development vision of the strategy into practice. In its structure, the first CCAP follows the threefold thematic structure of NCCS-2 with the following pillars: **Decarbonisation Programme, National Adaptation Programme, Awareness-raising Programme. The first CCAP is primarily climate adaptation-focused and the whole action plan contained 63 measures.**
- The **Climate and Environmental Protection Action Plan** was launched on February 16, 2020. It has eight measurement package:
 1. **Elimination of illegal waste disposal sites and set up a Waste Management Authority;**
 2. **Ban the distribution of single-use plastics and create a deposit return system** for glass and plastic bottles and metal cans;
 3. **Protection of our rivers from waste** coming from outside our borders;
 4. We expect **multinational companies** to use **environmentally friendly technologies** which means we will **support renewable energy production of small and medium-sized enterprises** and **we will transform the Mátra Power Plant** into an environmentally friendly facility;
 5. **Increase the country's forest cover** by planting trees on the basis of new-born babies;
 6. **Significant increase in the capacity of solar power plants and by 2030 90% of electricity generated in Hungary will be carbon-neutral.** Furthermore, we will install **smart meters** in order to help to enable Hungarian households to make their own decisions on the quantity and timing of their energy consumption.
 7. Support the **wider availability and use of affordable electric cars** and will launch a **Green Bus Programme.**
 8. Introduction of **Green Government Bonds.**

On January 8, 2020, the government adopted **five climate and energy strategy documents**, which together lay the foundation for Hungary's mid- and long-term, comprehensive, clean and consistent development. These are the following:

- **First Climate Change Action Plan (2018-2020) – see also above;**
- **Report on the scientific evaluation of the possible effects of climate change on the Carpathian Basin;**
- **Draft National Clean Development Strategy** (revised and submitted to UNFCCC in September 2021);

- Hungary's **National Energy and Climate Plan**: Hungary has revised its National Energy and Climate Plan and will submit the new version by 30 June 2024. Gross GHG emission reduction by at least 50% by 2030 compared to 1990. To achieve a share of at least 29 % of renewable energy sources in gross final energy consumption expansion of solar power generation capacity from the current level of about 500 MW to nearly 12 000 MW by 2030. Expanding the capacity of wind power plants from around 330 MW to 1 000 MW by 2030.
- **National Energy Strategy 2030**, with an outlook until 2040.

The **National Clean Development Strategy** is a long-term climate strategy for 2050 for all sectors. Its legal background: the Paris Agreement promulgated in Act L of 2016 and Regulation (EU) No 2018/1999. According the Strategy Hungary targets climate neutrality by 2050, i.e. a balance between GHG emissions and sinks. The Strategy sets out Hungary's 2050 climate neutrality target and the principles leading to it.

On June 3, 2020, the Parliament adopted the law **No. XLIV of 2020 on Climate Protection**, which also states Hungary's medium and long-term GHG emission reduction and energy goals at the legal level. After 2030, in the event of an increase in final energy consumption exceeding the 2005 level, the increase will be provided exclusively from **carbon-neutral energy sources**; achieves a **renewable energy share of at least 21%** in gross final energy consumption by 2030; and **by 2050**, we will achieve complete **climate neutrality**.

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate and environmental resilience policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of climate change, environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction and building climate and environmental resilience (e.g. disaster laws addressing vulnerability of women in disaster)
- Other (please specify)
- None of the above

Disaster risk reduction was not relevant to such an extent in Hungary in the past 5 years and climate resilience is handled in the same way as regards to men and women.

Section Four: National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

In the narrative report, please provide a summary of goals, targets, and priority actions, including target population, budget, status of implementation, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked if your country has a valid national strategy or action plan for gender equality (YES/NO). If YES, you will be asked if the gender equality strategy or action plan been costed and have sufficient resources been allocated to its achievement in the current budget (YES/NO).

The Strengthening the Role of Women in the Family and Society (2021-2030) Action Plan (*in Hungarian: A nők szerepének erősítése a családban és a társadalomban (2021-2030) akcióterv*) was elaborated by a working group of experts and consulted with several partners and was accepted by Governmental Decision 1685/2020. The three main objectives of the Action Plan are: **better reconciliation of family life and work; empowering women in areas, where they are underrepresented; creating equal economic, health and social protection for women and men.**

(For further information please see Question 5.)

Implementation: the Action Plan sets specific targets and related measurable indicators for specific deadlines. The specific targets have been defined with the involvement of the sectors concerned, and the sectors are responsible for implementing the associated measures. The representatives of the sectors concerned are members of the working group responsible for the review of the Action Plan. The Working Group is chaired by the Deputy State Secretary for Family Affairs of the Ministry of Culture and Innovation, on the basis of Government Decree 182/2022 on the tasks and powers of the members of the Government, and its participants are the ministries and sectors concerned by their tasks and powers.

This working group develops plans of measures for two-year periods based on the Action Plan, which are adopted by government decree (**first plan of measures for 2021-2022**⁵⁴ and the **second plan of measures for 2023-2024**⁵⁵ was adopted). It discusses and monitors the implementation of the plans of measures, with particular reference to predefined indicators, with the involvement of different ministries, civil society organisations and social partners.

Follow-up: every two years, a new Plan of measures is prepared in connection with the Action Plan, which is enshrined in legislation (government decision), so the implementation of the measures contained in it is binding. The legislation also establishes the responsible bodies and deadlines for the tasks.

The working groups' tasks include monitoring the implementation of the measures in the Action Plan on the basis of the responsible parties, the deadlines and the indicators assigned to the measures. The sectors concerned will submit a report on the implementation of the measures by a specified deadline.

⁵⁴ Available in Hungarian: <https://nit.hu/jogszabaly/2020-1685-30-22>

⁵⁵ Available in Hungarian: <https://nit.hu/jogszabaly/2022-1516-30-22>

Financial resources: given that the Action Plan is valid until 2030, not all the additional costs involved are known, it is certain that national and EU funds will be used for its implementation.

Of the measures undertaken in the Action Plan, the sectors concerned are obliged to plan them into the central budget from 2024. Prior to that, a significant amount of national and EU funding has already been allocated to measures linked to the implementation of the Action Plan, such as research, childcare services, increasing the number of places in nursery care and helping women to stay in or re-enter employment.

34. Please describe your country’s system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

In the narrative report, where possible, please provide disaggregated information and data on resources allocated to specific critical areas of the BPfA as well as reflections on achievements and challenges encountered in making budgets gender responsive. (2 pages max.)

*In the online survey, you will be asked if your country tracks the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (YES/NO) and/or, in the case of donor countries, the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (YES/NO/**not applicable**).*

Gender-responsive budgeting methodology is not applied in planning.

(For further information please see Question 9.)

35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

In the narrative report, please describe participatory processes and mechanisms, including their impact on the implementation of the BPfA and the 2030 Agenda. Please also describe any mechanisms that are in place to ensure that women and girls from marginalized groups (listed under question 3 above) can participate and that their concerns are reflected in these processes. (1 page max.)

In the online survey, you will be asked if participatory mechanisms are in place (YES/NO) and select the stakeholders that have participated through formal channels from the below list:

- Civil society organizations
- Women’s rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Not applicable
- Other actors, please specify.....
- None of the above

You will also be asked if gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation (YES/NO).

The realization of the 2030 Agenda for Sustainable Development requires a holistic approach with the proactive participation of all the stakeholders involved in the implementation process, since the complex, interconnected set of Sustainable Development Goals embraces all the internal and external policies of a country.

36. Please describe how stakeholders have contributed to the preparation of the present national report.

In answering this question as part of the narrative report, countries are encouraged to describe participatory process and to reflect on the contributions that different stakeholders have made to the national report. (1 page max.)

Throughout the review process the following institutions have been participated as well the Office of the Commissioner for Fundamental Rights of Hungary, the Hungarian Central Statistical Office, the National Media and Infocommunications Authority and the Maria Kopp Institute for Demography and Families.

Our purpose was that, in addition to the government sector, the representatives of civil organizations could also participate in filling out the National Report. In result during the meeting of the Thematic Working Group on Women's Rights members of the civil societies were asked to review the questions and provide their output, which were also incorporated to the final version of the National Report. The Thematic Working Group on women's rights⁵⁶ includes 20 civil society organisations and a further 22 organisations participate as invitees. The latest session of the Thematic Working Group for Women's Rights (May 2024) featured the agenda point of the national report prepared for the 30th anniversary of the Beijing Declaration and Action Plan, therefore a wide scope of civil society organisations received information about the report, and they were asked – both in written and in oral form - to contribute in the relevant questions and observations in connection with the report by the State Secretariat for Families within the Ministry of Culture and Innovation. The responses received from civil society organisations have been incorporated into the national report.

37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

In answering this question as part of the narrative report, please indicate the year of your last review under CEDAW or the UPR and outline any follow-up actions your country has taken to implement the resulting recommendations. (1 page max.)

The Convention on the Elimination of All Forms of Discrimination against Women, adopted in New York on 18 December 1979, was ratified by Hungary by Decree No 10 of 1982⁵⁷. Thus, Hungary is required to submit a country report every four years to the UN Committee on the Elimination of Discrimination against Women (CEDAW) on the continued implementation of the Convention.

⁵⁶ <https://emberijogok.kormany.hu/nok-jogaiert-felelos-tematikus-munkacsoport>

⁵⁷ Decree No 10 of 1982 has the power of an act, however it is not called an act as during that time in Hungary the Socialist Government ruled by decrees, no official Parliament was established.

Section Five: Data and statistics

38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

The Hungarian Central Statistical Office as the official data source of national statistics and data provider for international institutions, organisations and users of Hungarian data is always dedicated to provide all its social statistics by the standard breakdowns which of them the most straightforward is the gender. **All of the social surveys and relevant economic statistics are available by gender.** It is definitely a fundamental approach in data production while in the context of the Beijing declaration we interpreted it to make our data more visible for users in order to provide a framework where the users are able to easily compare data by gender.

During period from 2018 till now we developed several dedicated publications which relates to women or women in special situations like their engagement in economic life in the labour market.

According to our communication strategy data primarily are available on our website in national language of Hungarian, while several of our publications are available in English as well.

We conducted a pilot survey focused on gender-based violence in 2019. It was a very sensitive topic and from the methodological point of view we gained very useful experiences. We put many efforts on the preparation and training of interviewers e.g. empathy and sensitivity improvement and made special effort avoiding victim blaming besides giving skills to form a cosy and relaxed interview situation.

Time-use survey has very long roots in the Hungarian data collection system. The first survey was carried out in 1986. The last time the survey was carried out in 2010. It is generally a survey which repeated in longer periodicity of 10/15 years in order to provide valuable information about the changes in daily life routines. The last survey provided data for the so called “invisible work” definition and analysis. Basically, work is a paid activity, while there are actions and tasks done in a household like cooking, washing, cleaning, etc which do not have any financial compensation and in the literature referred as invisible work. The concept of invisible work emphasizes the invisibility and lack of financial appreciation of all these tasks. The term appeared for the first time in 1987 and according to its definition, it is the unpaid work that members of society do within the household or as voluntary work for the benefit of the community. A very comprehensive publication was released on this topic covering many aspects of invisible work from household to labour market including volunteering activities as well.

Some of the most relevant publications can be found on the links below:

- *Invisible work*: [Háztartási munka, önkéntes munka, láthatatlan munka, I. \(ksh.hu\)](#)
- *Mothers in the labour market*: in English: [Working mothers \(ksh.hu\)](#)
- *Life of Women and Men in Europe*: It contains a user entertaining interactive quiz which provide information how the life, work and free time activities looks like for women and men. In Hungarian: [A nők és a férfiak élete Európában \(ksh.hu\)](#)
- *Demography*: Interactive population chart from 1870 and data simulation till 2070 by gender. [Population number of Hungary by sex and age, 1 January, 1870-2070 \(ksh.hu\)](#)

In the planning and monitoring of active and passive labour market tools, special emphasis is placed on data on disadvantaged groups, including women. The ministries in cooperation with the Hungarian Central Statistical Office, can examine gender differences on a wide range of indicators.

39. Over the next five years, what are your country’s priorities for strengthening national gender statistics?

In the narrative report, please provide a brief explanation and examples of your plans (2 pages max.).

In the online survey, you will be asked to select three specific actions from the list below:

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers’ dialogues mechanisms

- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

Most national statistical institutions in Europe face the same challenges like us. **We are moving from the traditional survey-based data collections to a data stewardship approach, where the Hungarian Central Statistical Office having access to public and governmental administrative data registers and privately held data sources as well.** The timeline plays a very important role as well. The public and private users would like to have very timely very detailed data in many fields of social or economic activities and complex matters like climate change effects, energy efficiency, etc. In this context our institution is dedicated to improve and utilise more and more the existing register-based data and at the same time creates the regular framework to have access to up-to-date data from even more private and governmental administrative sources. While there are global market players like, Google, social media services who are unavoidable in this development. We would like to construct a mutually beneficial cooperation with our partners.

Nowadays the users are very keen on special groups, vulnerable groups and their situations. In a traditional data collection those are very difficult to explore unless some special, dedicated data collections are carried out, which are costly. While administrative register-based records is able to provide up-to-date data on those groups like disabled persons, victims of domestic violence, migrants, etc.

The Hungarian labour market statistical system (both the survey-based data of the Hungarian Central Statistical Office or the register-based data of jobseekers) completely meets the global expectations of collecting and providing data on women. All the main labour market indicators (employment rates, unemployment rates, activity rates, wages, etc). can be divided by gender.

40. What gender-specific indicators⁵⁸ has your country prioritized for monitoring progress on the SDGs?

In the narrative report, please also explain any challenges for collecting and compiling data on these indicators.

In the online survey, you will be asked if your country has defined a national set of indicators for monitoring progress on the SDGs (YES/NO); if YES, you will be asked how many indicators are included in the national set, how many of those indicators are gender-specific, and whether data collection and compilation on gender-specific indicators has begun (YES/NO).

The national indicator set contains indicators measuring Hungarian conditions and serve to monitor the development of sustainable development goals, grouped according to the four resource areas formulated by the National Sustainable Development Framework Strategy: human, society, nature and economy. It is called Indicators of Sustainable Development. All of our indicators can be grouped into 17 sustainable indicator goals formulated by UN.

⁵⁸ The term ‘gender-specific indicators’ is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

We regularly release comprehensive studies on this topic. Besides traditional publications we put many efforts on user friendly visualisation of the data.

Links to the most relevant publications are as follows:

Indicators of sustainable development in Hungary, 2022 – Sustainable Development Goals (SDG) in Hungarian: [Kiadványtár - Központi Statisztikai Hivatal \(ksh.hu\); A fenntartható fejlődés indikátorai Magyarországon, 2021 \(ksh.hu\)](#)

Interactive indicators set: <https://www.ksh.hu/ffi/archivum/2021/temavalaszto.html>

A common problem with the SDG indicators is that a significant number of them understandably remain focused on the serious problems of developing countries. However, significant progress is also needed in developed countries to achieve sustainable development. A country or region specific set of indicators is also an appropriate way to address this. Policy and scientific analyses of the impact of the fulfilment of each sub-goal on other sub-goals are being carried out worldwide. In many cases, they move together, i.e. a positive outcome in one automatically generates a positive outcome in another, while in other respects they move away from the target (e.g. energy plantations promoting renewable energy can improve the energy transition, but at the same time deepen food insecurity due to land occupation). The aim is to maximise these synergies for countries, while mitigating the negative side effects. Other priority areas for research include the depth of disaggregation needed for each indicator (e.g. gender, age groups, spatial disaggregation), how to incorporate Big Data sources - i.e. bulk unprocessed data - into the measurement.

<https://ksh.hu/s/kiadvanyok/fenntarthato-fejlodes-indikatorai-2022/sdg>

Number of indicators: 131

Number of gender-specific indicators:

by resource areas: Human 32 indicators – 18 gender specific
 Society 24 indicators – 15 gender-specific
 Nature 52 indicators - 0 gender specific
 Economy 23 indicators – 4 gender specific

41. Which data disaggregations⁵⁹ are routinely provided by major surveys in your country?

In the narrative report, please describe progress in data disaggregation over the past years, explain why certain disaggregations may have been prioritized and what barriers, if any, stand in the way of more comprehensive, routine disaggregations of data from major surveys in your country.

In the online survey, you will be asked to select the disaggregations that are routinely provided from the list below, as relevant in your national context:

- Geographic location
- Income
- Sex/gender
- Age
- Education
- Marital status
- Race/ethnicity

⁵⁹ As specified in A/RES/70/1, with the addition of education, marital status, religion and sexual orientation.

- Migratory status
- Disability
- Sexual orientation
- Religion
- Other characteristics relevant in national contexts number of children in the household, economic activity (employed, unemployed, retired, unable to work /long term health problems, student, fulfil domestic tasks, other) , tenure status (owner, renting)
- None of the above

Gender definition in our case is based on the binary approach, meaning providing two mutually exclusive options as female or male. An approach based on biological sex can be found in the Hungarian constitutional law. While any other persons having alternative concepts can be monitored in breakdown by sexual orientation. Traditional data collections currently are based on the binary concept and collecting data on gender. Sexual orientation as being very sensitive does not collected in regular data collections.

EU legislation is automatically part of the Hungarian statistical legislative environment, no other steps are required. The entry into force period specified in the legislation is therefore also valid and effective for Hungary. In the case of the Hungarian legal background, there have been no changes in the gender context, the regulations currently in force provide an adequate legal background.

In the case of a given scope of data, the EU legal environment typically makes it mandatory for the member state to provide data to Eurostat. In the case of domestic data collection practice, the aforementioned Statistics Act is the governing body, which provides us with a comprehensive basis in the gender context.

Statistical legislations: [Statisztikai jogszabályok – Központi Statisztikai Hivatal \(ksh.hu\)](http://ksh.hu)

Section Six: Conclusion and next steps

In the narrative report, please provide 1-2 pages of key takeaways from the review, including reflections on:

- *lessons your country has learned from the review process and how it will apply them in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls in your country*
- *priority actions to accelerate the implementation of the BPfA and the 2030 Agenda, notably as part of the Decade of Action for sustainable development*

Hungary promotes equal opportunities between women and men in society and takes special measures to empower children, women, the elderly and people with disabilities. We are committed to women's rights. In Hungary, women's policy is centred around achieving a harmonious balance between women and men in all spheres of life, including family, employment, social protection, participation in decision-making, dignity and integrity, as well as education.

Europe is facing multiple and interlinked crises. All crisis may affect both women and men and the consequences of the pandemic COVID-19, the financial crisis, the effects of Russia's war against Ukraine and climate change all have strong and multidimensional impacts linked to structural gender inequalities and intersecting forms of discrimination. **The lives of women and girls are particularly affected by current challenges.**

In recent years, a number of important legislative measures, programmes and initiatives have been taken to promote gender equality. These include, for example, **promoting work-life balance among women linked to affordable, accessible and quality care services**, and **combating violence against women**.

Furthermore, important steps have been taken to promote women's economic empowerment and address gender inequalities, as well as to strengthen institutional mechanisms supporting gender equality.

As for the utilization of EU funding, the resources of the Multiannual Financial Framework play a crucial role in complementing national initiatives. **The implementation of soft measures such as promoting the participation of girls in STEM areas or the balance between paid and unpaid work** can also be attained **through the efficient use of MFF resources**.

Achieving a healthy work-life balance is central to alleviating **the invisible burden on women of caring for others and of household responsibilities**. Developing a harmonious cooperation between women and men in sharing these day-to-day tasks is just as important as flexible working conditions and adequate care facilities for children and the elderly. Between 2024 and 2025, the Hungarian Central Statistical Office is taking a Time Use Research.⁶⁰ The purpose of this research is to support establishing future family and women's policy measures..

The Government supports flexible working arrangements for female employees raising children. According to the research of the Maria Kopp Institute for Demography and Families conducted in Hungary, flexible working hours can greatly help reconcile work and family life and related obligations.

Supporting women in balancing their careers and private life is an important objective. It is crucial to provide women with a choice and all possible support to fulfil their individual dreams. Our aim is to ensure that the two areas are not perceived as mutually exclusive but as part of a flexible, supportive institutional framework which enables women and men to fulfil their potential both in their work and their private lives.

⁶⁰ <https://www.ksh.hu/time-use>

The Government's priority goal is to ensure that women receive the respect and appreciation they deserve on the labour market as well. The employment rate of mothers aged 25-49 raising young children under the age of 3 is increasing year by year: according to the data of the Hungarian Central Statistical Office, it improved by 11.2 percentage points (from 67.2% to 78.4%) between 2014 and 2023 when examining annual data.

Similarly to other European countries, the pay gap between men and women deserves further attention in Hungary. The difference in earnings between men and women may not only be due to a breach of equal treatment, but also to differences in employment characteristics, including differences in the type of occupation, the sector of the employer, age, highest level of education completed, length of work experience and composition of working hours.

Supporting women's mental health should also be highlighted, as the double burden of work and family responsibilities has an increased impact and mental strain on women, and issues related to emotional difficulties and coping with them are very important. During the post-pandemic period, mental health has become an even more significant issue, particularly in the lives of women and the elderly.

Hungary is dedicated to discuss **intergenerational solidarity** from a gender equality perspective, placing the emphasis on the cooperation of women of different age groups. Acceptance and flexibility is what defines successful intergenerational cooperation in everyday life. In addition to its primary positive effects, **promoting active and healthy ageing** can also help to address other challenges in society such as work-life balance, the care needs of the elderly or overall social cohesion.

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