

**Comprehensive national-level review of Hungary  
for the Twenty-fifth anniversary of the Fourth World Conference on  
Women and adoption of the Beijing Declaration and Platform for Action  
(1995)**

**Section One: Priorities, achievements, challenges and setbacks**

**1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?**

*In answering this question, 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 set-backs in each case (3-5 pages).*

**Achieve equality between women and men and empower all women and girls**

The Government of Hungary is dedicated to empowering women, which is **impossible without a balance of family life and career**. It therefore intends to increase women's employment and offer support to mothers with young children in order to facilitate their **entry into the labour market**. Based on the statistical data provided by the Hungarian Central Statistical Office, in 2018 the **employment rate of women was higher (62.3%) than it has been in more than 20 years**. The greatest improvement in women's employment is detectable in the group of women who are raising children under the age of 6.

In the interest of the achievement of the above mentioned goals, several measures have been introduced to ensure the economic empowerment of women with small children. The Act I of 2012 on the Labor Code highlights **flexible and atypical forms of employment**, which ensures that the employment of women is as continuous as possible. It obliges employers to continue employing parents part-time until their child reaches the age of 3. As of 2015, the period of this obligation has been extended to the fifth year of a child's age for large families. Furthermore, the **Job Protection Action Plan** (2013–2020) incentivize employers to use female labour force. Within the framework of the Action Plan, as of 1 January 2013 employers are eligible for contribution allowance in case they employ individuals who belong to the most vulnerable groups, among them women with young children. Employers get contribution allowance from the social contribution tax and the vocational contribution in the first three years of employment (five years in case of parents with three or more children). From 2019 the maximum amount of contribution allowance increased.

Furthermore, the **Childcare Fee Extra** program, which was introduced in 2014, aims to ensure that having children does not automatically mean that parents are excluded from the labour market and that mothers are forced to decide whether they want to stay at home with their children or return to the job market. Since 1 January 2016, **mothers can return to the job once**

**their child is six months of age, while continuing to receive child home care allowance and the child care fee.** From the date of the birth of a new sibling, parents remain eligible for the previous allowances as well (sibling child care fee). In case of the birth of twins (born in 2014 or later), the duration of the child home care allowance period has been extended for a further year, and it expires when the children reach the age of three (the twin child care fee). Within the framework of the Childcare Fee Extra program, parents who are students attending an institution of higher education or freshly graduates receive childcare benefits for one year, and this was increased to two years in January 2018. Since 2012, both parents receive two extra days off per year for each child, which can also improve the situation of mothers. In addition to the above, the Family Home-Start Subsidy was introduced in 2015 to assist families with the purchase of new or used flats or the construction of new houses.

The easy reconciliation of work and family obligations and the availability of **adequate accommodation and daycare for children** in all settlements are of key importance for families. In January 2017, the **daycare system for children was transformed** with the purpose of creating a flexible system, which, in addition to creating the proper institutional frameworks, can provide daycare and day-to-day supervision in the forms of family childcare in private homes or at workplaces, in harmony with the local and individual needs and parents' work schedules. All forms of education and care for children under the age of 3 are considered nurseries. Since 2017, daycare for children has been provided in 2 institutional forms (nursery, mini nursery) and 2 service forms (family nursery, in-office nursery). Also since 2017, the organisation of children's daycare is mandatory if the number of residents under the age of 3 in a settlement exceeds 40 or if 5 families need daycare service. Municipalities can take into account the needs of parents when organising these kinds of services. In January 2018, the funding system for nurseries and mini nurseries changed: normative funding was replaced by taskbased financing, which, by providing wage subsidies and operational support, allows municipal governments to provide longterm, profitable operation of nurseries. The Hungarian Government aims to increase the number of nurseries to 70,000 from the current 49,000 by 2022. Taking into account the age-related population data expected for 2022, this measure will provide daycare for about one-third of children between the ages of 1 and 3. The program entitled "**Women 40**", which was launched in 2011, gives women the opportunity to retire after an eligibility period of 40 years (employment and time spent raising children), regardless of retirement age. It also promotes the daytime care of grandchildren, since it supports young mothers who wish to reenter the labour market by allowing grandmothers to play a more active role in childcare.

Women face many difficulties in finding a **balance between family life and career**, so in addition to the measures mentioned above, the Hungarian Government has taken several steps to improve the situation of women. According to the Eurostat data, **gender pay gap in Hungary was 14%** in 2016, which is lower than the 16% EU average. In recent years, a substantial wage increase has been carried out in some sectors which are dominated mostly by women, such as healthcare, child welfare, and child protection. Hungarian families are also

entitled to **tax allowances** based on the number of children they have. As part of these allowances, personal income tax can be reduced after the birth of a child or more children. These reductions are made on a monthly basis per child. The amount of the personal income tax can be reduced with HUF 10 000 for one child, HUF 20 000 for two children, HUF 33 000 for three or more children per month per child. In addition, since 2014 the family tax benefit can be deducted from the pension and health care contributions, in addition to the personal income tax reductions. Furthermore, as of 2015, couples in their first marriage can reduce their tax base. A newlywed couple, provided that it is the first marriage for both of them, is eligible for a tax allowance of of HUF 5,000 per month for a maximum of two years. Between 2015-2018, a total of 150,000 couples took advantage of this reduction.

The government supports single parent families by giving them priority at the nursery admission from the 1st January 2017. The Single Parents' Centre was established in 2018 from a Government support of half a billion forints, where lawyers, family care workers, psychologists and other professionals help single parent families.

A tender of HUF 14 billion was issued in June 2017 entitled "**Women in the Family and at the Workplace**" in order to improve the employment situation of women. Within the framework of this tender, projects are supported which contribute to the flexible employment of women and the reconciliation of work and private life. Local governments, NGOs, churches, and other associations could apply for this call for submissions. Raising awareness and developing opportunities facilitating women's social and economic engagement were important tasks to be fulfilled by the applicants. **71 Family and Career Points** were established nationwide, where trainings and coaching are organized on the personal development, entrepreneurial, and self-employment skills of women. Providing services related to rural development, small-scale activities, local traditions, childcare, and other services are also important aspects of the operation of Family and Career Points.

In Hungary, the **Roma population** is the most exposed to social exclusion, therefore it is particularly important to strengthen the employment of Roma women. To this end, the Hungarian Government created a training and employment program in 2012 with the title: Woman is the Chance. In this program, **1,012 Roma women have acquired vocational qualifications** in one of the following fields: kindergarten teacher; caregiver and educator of young children; paediatric intensive care nurse; social care provider and nurse; and social work assistant. As a result, 499 of those trained have been employed in the social welfare and child welfare system. The immediate employment of women concerned makes it possible to accommodate them quickly into the employer's institution, where they will work full-time after having completed the training. Within the framework of the program, 1,100 Roma women are trained and integrated into the employment system. Their period of supported employment (24 months) will be followed by a period of compulsory employment for 12 months. In order to reduce the rate of Roma girls who leave school without having completed a course of study and improve their chances of pursuing continued education, a new program entitled "**Bari Shej**" was launched in October 2015, the target group of which is **girls aged 10-18** who attend primary or secondary school and face the risk of dropping out. Until 2016, funding for the

program was part of the national budget, and in 2017 another program was started using EU funds. This program reached out to as many as 1,800 students that year alone.

In the context of the Government's efforts to eradicate **violence against women**, numerous measures have been made to stop violence and the abuse of women. The **Hungarian Criminal Code** recognises domestic violence as a standalone criminal offence. The National Crisis Management and Information Telephone Service is available 24 hours a day all over the country, and calls are free of charge with all the providers. Crisis centres offer accommodation and complex services for victims of domestic violence who are forced to leave their homes because of violence, with or without children. "**The Secret Shelter**", with its 29 sites, is a special component of crisis management, which welcomes and provides shelter for victims of serious domestic violence whose lives are in danger. "**Halfway Houses**" provide housing for 5 years and professional assistance (including legal and psychological help) for the social reintegration of those cared for in crisis management centres. In **2018, crisis ambulances start their operations** as new service elements. The goal of the ambulances is both prevention, i.e. handling problems before violent episodes occur, and the reinforcement of regional cooperation among institutions involved in combating domestic violence. Transitional shelters provide victims of human trafficking with protection and support services. Hungary puts particular emphasis on preventing victimisation, on training, and on raising awareness. In 2018-2019 5 new Crisis Centres, 19 Halfway Houses, 6 Crisis Management Ambulances and 7 Secret Shelters were established. The current national antitrafficking strategy prioritizes effective prevention and efforts to raise awareness as a major area of intervention.

## 2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- 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)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity 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 negative social norms and gender stereotypes
- ☐ Other

*Please provide brief reflections on how your country has addressed these priorities (3 – 5 pages).*

**The equality between women and men is regulated in our highest act, in the Fundamental Law and the access to healthcare services is guaranteed equally to women and men that is why the main priorities of the Government were those areas where there still progress is needed. Over the last few years, the following broad-based measures have been adopted in order to promote the empowerment of different social groups of women. The measures are grouped here according to the five priorities.**

### **1. Work-family conciliation**

#### a) Nursery development

The easy reconciliation of work and family obligations are of key importance for women, the availability of adequate accommodation and daycare of children in all settlements is a justifiable request.

There has been a significant development in the nursery system of Hungary in the last 9 years both legally, financially and in the form of operational support. In 2018, day-care places were available for 17.5 % of children under the age of 3, while in 2010 this rate was only 12%. Compared to 2010, the number of day-care places in nurseries increased by more than 50%. It was 32 thousand in 2010 and it is 49 thousand in 2019.

The new daycare system of children introduced from 1st January 2017 is more flexible, differentiated and gives women with small children a hand with the new demand-driven forms of daycare services (nursery, mini-nursery, in-office nursery, family nursery). The government provided a budgetary support of 14 billion HUF for children's day care services in 2017. From 2018 on, the municipalities above 10 thousand inhabitants need to ensure the daily care of small children, where the number of children under the age of 3 is more than 40, or in case if this number is lower, but at least 5 parents with small children indicate their demand for the service.

The financing of nurseries and mini-nurseries was changed in 2018, it is task-based; the wages of professionals and operational support is provided from an amount of 37 billion HUF from the central budget. Free catering is provided for 67% of children in nurseries in Hungary. From the central budget there was an amount of 1.1 billion HUF set for nursery development in 2017, 10 billion HUF in 2018, while in 2019 a 22 billion HUF financial source was set for this purpose. The aim of the government is to increase the day care places for children under the age of 3 to 70 000 by 2022.

#### b) Child-care fee extra programme

The Child Care Fee Extra Programme, introduced in 2014 aims to ensure that having children does not exclude individuals from the labour market and that mothers with children will not be forced to decide if they want to be at home with their children or to take up employment. As of

1 January 2016 women **may take up employment** without restrictions when the child reaches 6 months of age **without losing their eligibility for child home care allowance** and child care fee. When a sibling is born, the parents remain eligible for the previous allowances as well (**sibling child care fee**), for twins born in 2014 or later, the child home care fee period is one year longer, it expires when the child (children) reach(es) three years of age (**twin child care fee**). The Child Care Fee Extra creates the institution of the **degree holder's child care fee**, which means that students of higher education are eligible for one year of childcare benefit, which was increased to two years of childcare benefit from January 2018. In 2017 about 87,870 parents with young children were beneficiaries of these measures, out of whom 47,532 parents took up employment after their child reached 1 year of age, 39,491 parents got the allowance for more children at the same time and 847 students were beneficiaries of the degree holder's child care fee.

c) Nursing fee

Nursing fee is paid to people who provide long-term care for family members and because of nursing are unable to perform gainful activity. From January 2019 the amount of nursing fee was increased by 15%:

- The basic amount of nursing fee is HUF 37 490 Ft (instead of HUF 32 600).
- The amount of nursing fee provided in case of an increased need of nursing is HUF 56 400 (instead of HUF 48 900),
- The amount of nursing fee provided to the carers of relatives of the most severe status is HUF 67 485 (instead of HUF 58 680).

Until 2022 the amount of nursing fee will be raised by 5% each year. The period of nursing fee will be taken into account as insurance period for the entitlement to benefits for persons with changed working capacity.

d) Child home care fee

From 1st of January 2019 the „child home care fee” is introduced, as a new benefit for parents taking care for their seriously disabled/permanently ill children reliant on care. The entitlement to child home care fee can be stipulated regardless the age of the child. The amount of the fee is HUF 100 000 or in case the parent takes care of more child reliant on care, the amount of the fee is HUF 150 000. The amount of the fee will be gradually increased to the level of actual minimum wage until 2022. The period of child home care fee will be taken into account as insurance period for the entitlement to benefits for persons with changed working capacity.

## 2. Eliminating violence against women and girls

In Hungary numerous measures have been made to stop violence and the abuse of women. In the Act C of 2012 on the Criminal Code, domestic violence is a stand-alone criminal offence. The National Crisis Management and Information Telephone Service is available 24 hours a day all over the country and calls are free of charge with all the providers. Crisis centres offer accommodation and complex services for victims of domestic violence who are forced to leave their homes because of violence, with or without children. The Secret Shelter - with its 29 places

- is a special component of crisis management, which receives victims of serious domestic violence whose lives are in danger. Halfway Houses provide housing for 5 years and professional assistance - including legal and psychological help - for the social reintegration of those cared for in crisis management centres. In 2018, crisis ambulances started their operations as new service elements. The goal of the ambulances is both prevention, i.e. handling problems before violent episodes occur, and the reinforcement of the regional cooperation of institutions involved in combating domestic violence. Transitional Shelters provide victims of human trafficking with protection and support services. Hungary puts particular emphasis on preventing victimisation, on training and awareness-raising, therefore Hungary's current national anti-trafficking strategy prioritizes the effective prevention and awareness-raising as a major area of intervention. In 2018-2019 5 new Crisis Centres, 19 Halfway Houses, 6 Crisis Ambulances and 7 Secret Shelters were established.

*The measures supporting the elimination of violence against women are detailed in questions 13-16.*

### **3. Women's entrepreneurship and women's enterprises**

#### **a) Programmes to support entrepreneurship**

The aim of the "**Road to the labour market**" programme is to improve the employment ability of job seekers and those of inactive status. The National Employment Service, which is facilitating this programme promotes the employment of job seekers by providing trainings, wage or salary subsidies, **supporting entrepreneurship** and also by personalized labour market services. The programme was launched at the end of 2015, and HUF 231.8 billion is available nationwide for the financing. According to the plans, the programme will support over 188 thousand job seekers till the end of 2021.

The aim of GINOP (Economic Development Operational Programme) programmes financed in the framework of priority 5 **supporting entrepreneurship is to prepare young people between the ages of 18–30, who plan to launch new individual, or micro-enterprises** and have an entrepreneurial mindset, and also registered job seekers over 30 to start their own business, as well as to provide financial aid for the initial business expenses.

**Women could also apply in case of all tenders, the already closed GINOP 5.2.3 project has contributed to the establishment of numerous enterprises by women.** The programmes primarily provide education in order to acquire the competencies and fundamental skills required to launch an enterprise, then the participants, who successfully complete the training and have an approved business plan can apply for capital subsidy.

GINOP 5.2.2, which was launched in 2014 targeted young people under 25 in less developed regions, who did not work or study, and a lower proportion of registered job seekers between 25–30. Participants could apply for **capital subsidy of HUF maximum 3 million, for which they had to provide 10% self-portion.**

The above programmes **were realized from European Union resources of HUF 4.5 billion on a national level**, and the preparation programme in the Central-Hungarian region was

financed by a HUF 380 million domestic resource in the framework of the “Young people, be entrepreneurs in Hungary” programme.

Due to the GINOP 5.1.9, which was launched in 2017 as well as GINOP 5.1.10 and 5.2.7 projects in 2018, **the target group was extended** (in addition to young people below 30, job seekers over 30 can also apply), **the available amount and the rewardable subsidy is higher** (HUF 4.5 million), **and the conditions have become more beneficial**. Valuation has become faster, while settlement easier, and the sustainability of companies is ensured by free counselling and mentoring in the start-up phase. The entire budget for the programmes is **HUF 46 billion**, out of which **HUF 6 billion supports the education of participants**. HUF 40 billion is available to support the initial expenses of enterprises, out of which the enterprises founded by young people are supported by HUF 26.65 billion, and the enterprises established by people over 30 are subsidized by HUF 13.35 billion.

b) Family and Career Points

There were 71 Family and Career Points established in 2018 in Hungary nationwide that aim to improve the employment of women, especially women with small children as well as the reconciliation of work and family life. Women are provided training, mentoring, coaching as well as psychological assistance in order to give the needed skills and make it easier for them to reentry to the labour market or to start a business. *The establishment of Family and Career Points are detailed in the answer to the 1st question.*

#### 4. Poverty eradication

**Since 2010 the Government has implemented several social, social inclusion, family policy, health policy and educational measures and achieved a great number of positive results. Almost all of our indicators related to fight against poverty and unemployment have been constantly improving since 2013.**

The Hungarian Government believes that one of the best strategies to eradicate poverty is to support families and the upbringing of children, because with this policy the three pillars of sustainable population, society and economy can be created. Between 2010 and 2018 the Hungarian Government has **doubled the budget for the support of families** from HUF 960 billion to HUF 1929 billion. If we look at the amount of support for one family with minor child(ren) we can see that in 2010 a family got HUF 784 thousand and it gets HUF 1.754 million in 2018, it means that approximately HUF 1 million more remained by them.

a) Childwelfare measures

There are various targeted tools to offer support to children in need. Among the child welfare measures of Hungary one of the most significant is the **free and subsidized catering** in child care institutions and schools. Currently 67% of children in nurseries, 77% in kindergartens and 46% primary school children get free catering. From the school year of 2017/2018 pupils from 1st-9th grade get their **textbooks free of charge**, which accounts to 85% of all pupils. The **Elizabeth Programme** ensures that those in need have opportunities for holidays. The two pillars of programme are subsidised vacations and the organisation of summer camps for children.

The „**Children’s chance**” program is going on in 31 districts in nearly 800 settlements in Hungary aiming to ensure that no children are taken away from their families because of financial reasons. The **Sure Start Children houses** provide support for families with children under the age of 3. These institutions ensure early education and development for children, as well as providing opportunities to acquire parental competences and giving support to parents in returning to the labour market. The programme aims to promote children's physical, intellectual and social development.

b) Family tax benefit

An emblematic tool of Hungary's family support system is a generous **family tax benefit**, offered gradually to more and more citizens in recent years. The amount of the personal income tax can be reduced with HUF 10 000 in case of one child, HUF 20 000 in case of two children and HUF 33 000 in case of three or more children per month per child. From 2014 the family tax benefit may be deducted from the pension and health care contributions besides personal income tax, which means that a greater number of individuals may benefit and that citizens with a relatively low income are now in a more favourable position. (Between 2016 and 2019, the amount of tax benefit for families with two children doubled.)

c) Supporting the employment of women

There has been a significant improvement in the employment situation of women; in the period of 2013–2018 the participation of women in the labour market has increased by almost 100 thousand. The activity rate of women between 15–64 years of age has improved by 6.6 percentage points, while **the employment rate grew by an even faster pace, by 9.7 percentage points**. The 62.5% employment level is only behind the Union average by a few decimal percentage points.

According to yearly data between 2013 and 2017 **the number of employed women increased by 215 thousand**. Out of the industries of the national economy **the processing industry** created the most number of workplaces, where **50 thousand more women work currently than 5 years before**. It is a considerable result that the employment level of women raising small children was also managed to be increased by a large extent. The employment level of women between 25–49 raising children below 3 years of age improved from 11.9% to 15.3%, whereas that of women raising children under 6 from 36% to 42.8% in this age group between 2013 and 2018.

Female unemployment was substantially reduced. Based on the latest data **the female unemployment rate has dropped down to 4.1%**, while during the same period of 2013 the Hungarian Central Statistical Office measured female unemployment around 10%.

d) Public work scheme

Perhaps the most promising result of the public policy interventions promoting social inclusion is that Hungarian Government managed to raise a significant number of those living in extreme poverty from the social assistance care system that confine them to passivity.

Up till 2016 **public employment** contributed to job creation by an increasing degree in the country’s most underprivileged regions, which promoted the employment of a considerable number of underprivileged employees and their return to the labour market over the recent

period. **The measure plays an imperative role in reducing poverty as well.** Over the last two years it has provided public employment opportunities to more women than men. The result of the increasing labour demand of the private sector is that a growing number of people can transfer from public employment to the private sector, which is supported by the government with a settlement allowance. The amount of the allowance doubled from November 2018.

**The employment rate of women employed in the public sector increased from 38% to 56% between 2013 and 2018.** In addition, the programme is increasingly focusing on **promoting the employment of underprivileged women.** While in 2013 almost 26 thousand uneducated (with max. 8 elementary grades) women were integrated in public employment per month, during the first 10 months of 2018 their number **grew to 45 thousand.** Despite of not knowing the ethnicity of individuals integrated in public employment, the conclusion can be drawn that such employment **is primarily supporting the Roma population.** The number of women employed in the public sector is the highest in those two counties, where the Roma population is most over-represented in the area. **The number of women involved in the programmes between 2013 and 2018 nearly doubled** in Szabolcs-Szatmár-Bereg County and increased by 73% in Borsod-Abaúj-Zemplén County.

e) Supporting Roma women

In Hungary, the **Roma population** is the most exposed to poverty and social exclusion, therefore it is particularly important to strengthen the employment of Roma women. To this end, the Hungarian Government created a training and employment program in 2012. In the 'Woman is the chance' program **1,012 Roma women have acquired vocational qualifications.** Their period of supported employment (24 months) will be followed by a period of compulsory employment for 12 months. In order to reduce the rate of Roma girls who leave school without having completed a course of study and improve their chances of pursuing continued education, **a new program entitled "Bari Shej"** was launched in October 2015, the target group of which is **girls aged 10–18** who attend primary or secondary school and face the risk of dropping out. This program reached out to as many as 1,800 students that year alone.

**5. Gender-responsive social protection (pensions)**

The program named Women 40 (old age pension for women with 40 years of eligibility period) is a positive discrimination of a group of women acknowledging their multiple burdening and engagement. The measure also supports young mothers to re-enter the labour market as grandmothers can play a more active role in childcare. Since 2011 242 800 women had the opportunity to retire after 40 years of eligibility period (employment, child raising periods) regardless of retirement age.

**3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)**

☐ Women living in remote and rural areas

☐ Indigenous women

☐ Racial, ethnic or religious minority women

☐ Women living with disabilities

☐ Women living with HIV/AIDS

☐ Women with diverse sexual orientations and gender identities

☐ Younger women

☐ Older women

☐ Migrant women

☐ Refugee and internally displaced women

☐ Women in humanitarian settings

☐ Other

*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.).*

## 1. Supporting the advancement of women living in remote and rural areas

### a) Family and Career Points for the employment of women

71 Family and Career Points were established nationwide in 2018. There are 4 Family and Career Points in each county situated mainly in the more disadvantaged areas where the employment of women needs improvement. Women are provided support in the form of trainings, coaching, mentoring on their personal development, entrepreneurial, and self-employment skills as well as services related to rural development, small-scale activities, local traditions, childcare, and other services. *The establishment of Family and Career Points are detailed in the answer to question 1.*

### b) Programmes about the role of women in agriculture

The Association of the Union of Hungarian Women - in close cooperation with the Hungarian Government - supported programs through the public media **focusing on local production**, on the promotion of Hungarian products, on food safety, on protection of environment (National Agricultural and Food Industry Exhibition and Fair 2017, professional presentations, trade fair, fashion show as well as a wine and cheese tasting under the slogan „Let’s make the countryside trendy again”). In 2016 and 2017 „**Women – Information – Innovation**” Programme was organized together with the Ministry of Agriculture **about the role of women in agriculture, their innovative nature, skills and possibilities in leading positions**. The Association also supported Ms. Olga Kujáni to put together her application for the innovation competition of the Women’s Committee of COPA-COGECA. At the competition she was awarded as one of the five best applicants.

### c) Public employment in the countryside for low-educated women

Until 2016 **public employment** contributed by an increasing degree to job creation in the most underprivileged regions of the country, thanks to which many were lifted from extreme poverty and the passivity, which they were forced into due to living from financial aids. By expanding the scope of public employment programmes the government promoted the **employment of a significant number of underprivileged employees and their return to the labour market over the recent period**. The measure plays a crucial role in reducing poverty as well. Over the last two years it has provided public employment opportunities to **more underprivileged women** than men. The result of the increasing labour demand of the private sector is that a growing number of people can transfer from public employment to the private sector, which is supported by the government **with a settlement allowance**. The amount of the allowance doubled from November 2018. During the recent years the efficiency of public employment programmes improved **regarding the employment of the most underprivileged target groups**. **The employment rate of women employed in the public sector increased from 38% to 56% between 2013 and 2018**. In addition, the programme is **increasingly focusing on promoting the employment of underprivileged women**. While in 2013 some **26 thousand** uneducated (with max. 8 elementary grades) women were integrated in public employment per month, during the first 10 months of 2018 their number **grew to 45 thousand**.

Despite of not knowing the ethnicity of individuals integrated in public employment, the conclusion can be drawn that such employment **is primarily supporting the Roma population**. The number of women employed in the public sector is the highest in those two counties, where the Roma population is most over-represented in the area. The number of women involved in the programmes between 2013 and 2018 nearly doubled in Szabolcs-Szatmár-Bereg County and increased by 73% in Borsod-Abaúj-Zemplén County. **Female employment, among Roma women, rose by almost 20 percentage points between 2013 and 2016**. This improvement even outweighed the figure among non-Roma women. Yet, while the rate gap between Roma and non-Roma women was 37.3% in 2013, this difference shrank to 26.2% by 2017.

## **2. Support for Roma women and girls belonging to ethnic minority**

In the academic year of 2015/2016 the **Prevention of school leaving of Roma girls (EFOP-1.4.4-16) “BARI SHEJ – BIG GIRL – FÁTĀ MÁRÉ”** programme was launched, 26 organisations started working, then continued by 21 organisations in the academic year of 2016/2017. During the above mentioned two academic years the programme was carried out from domestic financing with a total amount of **HUF 285 million**, thanks to which at least **750 girls** were reached in the most underprivileged settlements. From the 2017/2018 academic year it continues with a longer, 24-month duration **and a budget of HUF 2 billion**. In the framework of the EFOP-1.4.4-17 (Human Resource Development Operative Program construction) 89 winning organisations can realize their activities and at least **1800 young girls struggling with disadvantages** are improved.

The aim of the **“Woman is the chance”** programme is the education of Roma (**primarily Roma women**) embedded in employment, and also their further employment, mainly in social,

child protection and public education service provider institutions. The innovation of the program is that **there is indeed an education embedded in employment**: selection (eligibility application), employment contract and training, followed by specialized vocational training 3 months after and continuously working during the training.

In the framework of the training and employment programme for Roma women, which ended in 2015, **1012 Roma women acquired vocational qualification** in one of the following fields: kindergarten teacher, caregiver and educator of young children, paediatric intensive care nurse, social care provider and nurse, social work assistant.

As of 2016 the programme is continued based on EU resources. The immediate employment of the people involved makes it possible to quickly integrate them into the employer's institution, and from the first moment helps them to get familiar with the colleagues and the environment where they are going to work full-time after completing the training. The program is anticipated to realize the education of 1100 Roma women embedded in employment, and **the 24-month supported employment is followed by 12-month mandatory further employment**.

### 3. Beneficial retirement conditions for elderly women

The Parliament approved the modification of Act LXXXI of 1997 on social insurance retirement at the end of 2010, by which a new form of female under-age retirement was introduced. Accordingly, in case of competing 40 years – calculated based on special rules – eligibility period, the entitlement to retire is due regardless of age. The construction was an important tool to **prevent old-age disadvantages** emerging during the career paths of women. The career of women is often interrupted by child raising, which results in a less beneficial entitlement. The importance of these processes are eminently supported by statistical data. Among the retirees at the retirement age limit, or beyond (i.e. by “filtering” the often different criteria by gender of under-age retirement), the average time for men continuously exceeds those of women by 4–6 years. In the same scope of people the average amount of newly established provisions is also clearly higher. The new construction was easing these disadvantages, which enabled women to retire by more beneficial conditions regarding age, which also promoted the returning of parents with small children to the labour market. **Between 2011 and 2018 242,800 women could utilize this beneficial pension provision.**

**4. Has the increasing number of humanitarian crises — caused by conflict, extreme weather or other events — affected the implementation of the BPfA in your country?**

YES/NO

**5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)**

☒ 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)

☒ Women's entrepreneurship and women's enterprises

☒ Unpaid care and domestic work / work-family conciliation (e.g. paid maternity 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.)

☒ Strengthening women's participation in ensuring environmental sustainability

☒ Gender-responsive budgeting

☒ Digital and financial inclusion for women

☒ Gender-responsive disaster risk prevention, reduction and resilience building

☒ Changing negative social norms and gender stereotypes

☒ Other

*Please provide brief reflections on how you plan to address these priorities (3 – 5 pages).*

The Hungarian Government has targeted the objective of preparing a new national strategic document, an action plan concerning equality between women and men for the period of 2021–2030, which includes the following main questions:

The strategic plan document, the action plan – is planned – to primarily achieve one of the topics handled with the highest priority currently, the **support for the better alignment of family and private life**, which is planned to be realized by the following specific measures:

The promotion of female-male work sharing is a priority objective among atypical employment forms – especially among employers – by popularizing it in the form of a campaign, and also by a survey mapping the needs of women and employers and the alignment of different interests of employers and employees. In addition, by considering the research results, the preparation of necessary measures (e.g. employer discounts for parents with small children employed part-time / remote working / flexible working schedule) is also meant to support the better alignment of work-life balance. The Hungarian Government wishes to achieve the above mentioned objective by preparing and further developing proposals regarding the elimination of phenomena currently hindering the use of atypical employment forms.

Social recognition of the “invisible” and “unpaid” work of women is planned by an awareness-raising campaign.

It is also planned to reconcile work and family life between men and women regarding childcare leave by providing the opportunity to gradually return to the workplace, the system development of the combined part-time work with childcare benefits; programmes and applications supporting the keeping contact with the workplace during the childcare period, as well as by increasing the days of paternity leave.

The relief of caring tasks by the government and the employers is a priority objective to achieve by additional nursery development, by popularizing workplace nurseries; and also by measures targeting the increase of the number of employees in state elderly-care capacities and at-home nursing.

Another objective is to more comprehensively realize a harmful stereotype-free education for women and men considering the different values and strengths of girls and boys, women and men.

The establishment of a family and child-friendly environment is also planned by introducing further applications and awards.

The other main strategical area aimed at **supporting the reduction of the disproportion of female-male participation** in political and economic decision-making as well as in the field of science, and to achieve these targets the following steps are recommended:

The supporting of the higher participation rate of women in political decision-making e.g. via awareness-raising and education has prominent significance.

Further objective is the promotion of female leadership in the economic-corporate sector e.g. by presenting the example of prominent female leaders, mentoring program or by establishing awards.

In science the planned target to be achieved is to eliminate invisible hindering factors and promote the scientific career orientation of girls e.g. by organizing and supporting targeted programmes is also among the planned points of the action plan.

The third planned priority objective is **the creation of professional foundation for the objectives of “gender mainstreaming”, the strategic principle of creating equality between women and men** with the following sub-targets:

The development of competence of women’s policy is planned e.g. by educating experts and spreading competent knowledge in public administration.

Further, tighter cooperation is planned among the government, civil society organisations and expert workshops.

The professional grounding of “gender mainstreaming” is also planned by collecting disaggregated data on men and women, and also by data assessment and the organization of trainings.

The planned fourth objective of the action plan is **the establishment of equal economic and social protection of men and women**, which is proposed to be achieved by the below measures:

The further development of female employment rate is in progress by expanding flexible employment; by career counselling for young women; by education provided for mothers with small children.

The support of female entrepreneurs and enterprises has prominent importance e.g. by supporting, employment improving and resource achievement ensuring measures, or by presenting the example of successful female entrepreneurs.

The objectives also include the reduction of special poverty risks (especially due to childbirth and child raising and sick and elderly care) by strengthening their labour market situation among others, primarily also focusing on parents raising their child alone, who require special attention as a vulnerable group.

According to the Government Resolution No. 1110/2019. (III. 12.) the Government decided on the further development of nurseries. By June 30<sup>th</sup> 2022 a development will be carried out in order to ensure 70 000 available nursery spaces for the improvement of work-life balance, and in the area of employment measures supporting the employment of mothers with small children will be prepared to address differences between men and women.

For the next few years the continuous operation of the (National Crisis Management and Information Telephone Service and Crisis Centres) service scheme supporting the victims of domestic violence, and the crisis management emergency centres opened in 2018, including their county-level construction, case discussions of child protection alarm system, professional forums, as well as awareness-raising and latency relief are planned. Continuing the prevention program of becoming victims targeting young people is also an objective, as well as making the program nationwide by utilizing the results they had so far. The operation and development of shelters for the victims of human trafficking and the related half-way houses, as well as the summarizing of professional experiences is continuing in the future. The education of the members of the child protection alarm system will be realized from European Union resources in 2019 and 2020 (with the involvement of 5000 persons), as well as the training series of moral support hotline services. Cyberbullying is a part of both the training and the education materials, also extending on to sexual harassment. The training will be carried out in 200 different venues has case-focus and its fundamental aim is attitude-forming. The available budget for the trainings is HUF 92.6 million.

The Hungarian business enterprise environment is suitable for women. The research of the World Bank Group stated that according to the points of Women, Business and the Law index in 2019 our country is in the leading group with 93.75 points (out of 100), preceding the USA (83.75 points), China (76.25 points), as well as Russia (73.13 points). Ensuring a suitable

business enterprise environment for the female enterprises and also the improvement of opportunities for women in this area is still a priority target.

Finally it should be emphasized that based on the plans the area of social integration, i.e. the situation of Roma women and girls will be addressed with even more focus. The measures will be brought in a concentrated way by focusing on the regions and cities, and 300 settlements will be appointed where work will be started.

## Section Two: Progress across the 12 critical areas of concern

### 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. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

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 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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

## 1. Job Protection Action Plan

In the framework of the programme, which was launched in 2013, contribution allowance is available to employers who hire - among other vulnerable employees such as workers under 25 and/or youngsters starting their career, employees above 55, or permanent job-seekers - mothers with young children. The sum may be claimed back from the social contribution tax and the vocational training levy payable after the gross salary, and shall be automatically available **in the first 3 years of employment, or for an extended period of 5 years in case of parents with three or more children. This measure supports the employment of mothers with small children, female career starters and permanent job seekers from the employer's side.** The number of women raising small children and receiving employment benefit thanks to the Job Protection Action Plan increased by 30% between 2013 and 2018. In the first three quarters of 2018 the companies could utilize the tax benefit after an **average of 31 thousand women.**

In the period from January 2013 and December 2018 employment support for an average 769 thousand employees per month was granted in the amount of an average HUF 9.8 billion on a monthly basis.

From January 1st 2019 the benefit system of the Job Protection Action Plan has considerably changed, the employer is still eligible to get a contribution discount after employees entering the labour market, which is still available for people returning from the child-nursing period, permanent job seekers, career starters, as well as those previously inactive persons. According to the new rules the maximum limit of benefits has positively changed, based on which instead of the previous HUF one hundred thousand benefits can be taken based on the prevailing minimum wage (gross HUF 149,000 in 2019).

## 2. Road to the labour market programme

The aim of the "Road to the labour market" programme (GINOP 5.1.1. and VEKOP 8.1.1.) is to improve the employability of job seekers over 25 and inactive persons, **to support their employment on the open labour market**, as well as their transfer from public to private sector. Among others, persons returning to the labour market after childcare period or care for dependant constitute a priority target group within the programme. The **National Employment Service**, which is facilitating this program is supporting the employment of job seekers by providing trainings, wage or salary subsidies, **supporting entrepreneurship**, and also by personalized labour market services. The programme was launched at the end of 2015, and **HUF 231.8 billion is available nationwide for the financing** (HUF 214 billion in the less developed regions and HUF 17.8 billion in the Central-Hungarian region). According to the plans the executing governmental agencies and regional offices under the project will provide **support to more than 188 thousand job seekers till the end of 2021.** Since the start of the programme till the end of November 2018 nationwide over 134 thousand persons' labour

market situation was improved by some tool, out of whom **more than 4600 people returned to the labour market after childcare or care for dependant.**

### **3. The support for entrepreneurship**

The aim of GINOP (Economic Development Operational Programme) programmes financed in the framework of priority 5 **supporting entrepreneurship is to prepare young people between the ages of 18–30, who plan to launch new individual, or micro-enterprises** and have an entrepreneurial mindset, and also registered job seekers over 30 to start their own business, as well as to provide financial aid for the initial business expenses.

**Women could also apply in case of all tenders, the already closed GINOP 5.2.3 project has contributed to the establishment of numerous enterprises by women.** The programmes primarily provide education in order to acquire the competencies and fundamental skills required to launch an enterprise, then the participants, who successfully complete the training and have an approved business plan can apply for capital subsidy.

GINOP 5.2.2, which was launched in 2014 targeted young people under 25 in less developed regions, who did not work or study, and have a lower proportion of registered job seekers between 25–30. Participants could apply for **capital subsidy of HUF maximum 3 million, for which they had to provide 10% self-portion.**

The above programmes **were realized from European Union resources of HUF 4.5 billion on a national level**, and the preparation programme in the Central-Hungarian region was financed by a HUF 380 million domestic resource in the framework of the “Young people, be entrepreneurs in Hungary” programme.

Due to the GINOP 5.1.9, which was launched in 2017 as well as GINOP 5.1.10 and 5.2.7 projects in 2018, **the target group was extended** (in addition to young people below 30, job seekers over 30 can also apply), **the available amount and the rewardable subsidy is higher** (HUF 4.5 million), **and the conditions have become more beneficial.** Valuation has become faster, while settlement easier, and the sustainability of companies is ensured by free counselling and mentoring in the start-up phase. The entire budget for the programmes is **HUF 46 billion**, out of which **HUF 6 billion supports the education of participants.** HUF 40 billion is available to support the initial expenses of enterprises, out of which the enterprises founded by young people are supported by HUF 26.65 billion, and the enterprises established by people over 30 are subsidized by HUF 13.35 billion.

The research of the World Bank Group in 2019 stated that the Hungarian business enterprise environment is suitable for women, considering, that based on the points of Women, Business and the Law index our country is in the leading group with 93.75 points (out of 100), preceding the USA (83.75 points), China (76.25 points), as well as Russia (73.13 points). The index used 8 indicators (freedom of movement, employment, salaries, marriage, having children, enterprises, ownership and retirement) to examine, whether based on law there are equal rights ensured for women and men during their lifetime in the world of occupation, and also what kind of impact do these rights have on their economic results.

## 7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

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 frail elderly persons 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

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### 1. Expanded childcare services

**The large-scale extension of the number of nurseries and their capacities** was carried out over the last 9 years, which enabled the employment of women having children of ages 0–2. There has been a significant development in the nursery system of Hungary both legally, financially and in the form of operational support.

The new daycare system of children introduced from 1st January 2017 is more flexible, differentiated and gives women with small children a hand with the new demand-driven forms of daycare services (nursery, mini-nursery, in-office nursery, family nursery). From 2018 on, the municipalities above 10 thousand inhabitants need to ensure the daily care of small children, where the number of children under the age of 3 is more than 40, or in case if this number is lower, but at least 5 parents with small children indicate their demand for the service.

Based on the data of the Hungarian Central Statistical Office of 2018 the capacities of day care services of children under 3 in total exceeds **47 thousand**, which means that **the nursery capacities have increased by almost 50% compared to 2010**. In 2018 nursery care was provided for **17.5% of the age group between 0–2**, which is so far the highest proportion in the history of Hungarian nurseries. This figure will keep on growing in the upcoming period, the number of nursery spaces will be increased to 70 000 by 2022. Based on the data of the

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service providers' registration as of January 2019 already 1971 institutions and service providers provide nursery care (**787 nurseries, 187 mini-nurseries, 9 workplace nurseries and 977 family nurseries**) with a capacity of more than 49 thousand spaces. Compared to the data of 2017 it means 200 more nursery forms and 2,000 more spaces. Free catering is provided for 67% of children in nurseries in Hungary. As the result of developments at the end of 2018 and in 2019 an additional 5–6 thousand new nursery spaces will be presumably established.

In the 2014–2020 development period in the **operative programmes of the EU** an amount of **HUF 110 billion** is available for the purpose of nursery, mini-nursery, family nursery and kindergarten development.

**From the central budget in 2017 HUF 1.1 billion was set for nursery development** in 2017, while **HUF 10 billion** in 2018 and in 2019 a total of **HUF 22 billion** development will be realized concerning the capacity increase and renovation of nursery institutions and services.

## 2. Expanded support for elderly persons

Act II of 1993 on social administration and social provisions specifies the social benefits provided in the form of financial, in-kind or personal care based on social needs. Personal care for persons with social disadvantages is provided by the State and by local governments. The village administrator service, catering, at-home care, family support, at-home care with alarm system, community provisions, support service, social work on the street and daytime care are considered as basic social services.

In Hungary the at-home care is a form of social service, which provides support for abandoned, solitary and elderly people in their own homes. In the framework of at-home care the fundamental caring and nursing tasks, cooperation in sustaining independent lifestyle, as well as the hygienic conditions of the patient and his/her environment, the prevention and handling of emergency situations should be provided. At-home care is provided for a period according to the nursing needs, but maximum 4 hours per day. During the completion of tasks the at-home nurse provides support ensuring that the physical, mental and social needs of the person making use of the provision are met in their own environment and in accordance with their age, life situation and health condition by sustaining and developing their existing skills.

**Elderly and ill persons in small settlements receive at-home care and social catering.** The proportion of people receiving at-home care and social catering is the highest in settlements with less than 10,000 inhabitants. (In 2017 53 thousand people received at-home care and 97 thousand people received social catering).

These figures roughly indicate that **in at-home care three times more, and in catering one and a half times more elderly women receive the service, than men.**<sup>1</sup>

## 3. Strengthened parental leave

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<sup>1</sup> Social Statistical Yearbook 2017. Central Statistical Office, Budapest 2018.

The **Child Care Fee Extra** program, which was introduced in 2014, aims to ensure that having children does not automatically mean that parents are excluded from the labour market and mothers are forced to decide whether they want to stay at home with their children or return to the labour market. Since 1 January 2016, mothers can return to the job once their child is six months of age, while continuing to receive child care benefits (child home care allowance which is granted on the basis of subjective right and child care fee which is granted on a social security basis). From the date of the birth of a new sibling, parents remain eligible for the previous allowances as well (sibling child care fee). In case of the birth of twins (born in 2014 or later), the duration of the child home care allowance period has been extended for a further year, and it expires when the children reach the age of three (twin child care fee). Within the framework of the Child Care Fee Extra program parents who are students attending an institution of higher education or freshly graduates receive childcare benefits for one year (for two years since January 2018). In 2017 about 87,870 parents with young children were beneficiaries of these measures out of whom 47,532 parents took up employment after their child reached 1 year of age, 39,491 parents got the allowance for more children at the same time and 847 students were beneficiaries of the degree holder's child care fee.

**8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

YES/NO

Yes, their impact on women/men was estimated before measures were put in place.

Yes, the impact was assessed after the measures were put in place.

No, the impact on women/men has not been assessed.

**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

**9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?**

☑ 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 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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **1. Promoting poor women's access to decent work**

In the **settlements' local equal opportunity programmes** set forth by Act CXXV of 2003 the target groups specified by Law include people with disabilities, women and **people living in extreme poverty/Roma people**. The local equal opportunity programmes identify problems and specify measures related to the target groups by fields of action (education, accommodation, employment, healthcare and social services). In the action plan of local equal opportunity programmes in case of overlapping target groups including Roma women with disabilities **local measures** are defined.

The promotion of equal opportunities is not only the task of governmental institutions, but the **employers** also play an important role. In order to reduce discrimination special rules are required, for this reason Act I of 2012 on the Labour Code was supplemented as follows: in collaboration with the representing trade union, or in lack of that with the works council, the employers can **approve an equal opportunities plan** for a defined period, which might contribute to enterprises recognizing the importance of equal opportunities. The equal opportunities plan **might extend to the disadvantaged employee groups, with special regard to the employment conditions of women, Roma, and employees with disabilities** etc., especially to the analysis of their salaries, working conditions, professional progress, training and benefits in connection with childcare and the parental role. The plan shall include such measures, which might contribute to ensuring that the proportion of employees at the employer belonging to disadvantaged groups is continuously growing, and that **their salaries reach the salaries of employees performing an equal level job at the employer and equal treatment is ensured for them in all areas related to employment**.

71 **Family and Career Points** were established nationwide in 2018. There are 4 Family and Career Points in each county situated mainly **in the more disadvantaged areas** where the employment of women needs improvement. Women are provided support in the form of trainings, coaching, mentoring on their personal development, entrepreneurial, and self-

employment skills as well as services related to rural development, small-scale activities, local traditions, as well as childcare. *The establishment of Family and Career Points are detailed in the answer to the 1st question.*

## 2. Supporting women's entrepreneurship and business development activities

The aim of the "Road to the labour market" programme is to improve the employability of job seekers and inactive persons, as well as to **support entrepreneurship** by customized labour market services. The programme was launched at the end of 2015, and HUF 231.8 billion is available nationwide for the financing. According to the plans the programme will support over 188 thousand job seekers till the end of 2021.

The aim of GINOP (Economic Development Operational Programme) programmes financed in the framework of priority 5 **supporting entrepreneurship is to prepare young people, who plan to launch new individual, or micro-enterprises**, and job seekers to start their own business, as well as to provide financial aid for the initial business expenses.

**Women could also apply in case of all tenders, the already closed GINOP 5.2.3 project has contributed to the establishment of numerous enterprises by women.** The programmes primarily provide education in order to acquire the competencies and fundamental skills required to launch an enterprise, then the participants, who successfully complete the training and have an approved business plan can apply for capital subsidy.

GINOP 5.2.2 was launched in 2014 **for young people living in less developed regions**. Participants could apply for capital subsidy of maximum HUF 3 million, for which they had to provide 10% own contribution. *You can find more information about the tenders at question 5.*

## 3. The increase of employment, the promotion of flexible employment, and the support for people raising small children to return to the labour market

### a) Public employment

**Public employment plays a crucial role in reducing poverty as well.** Over the last two years it has provided public employment opportunities to more women than men. The result of the increasing labour demand of the private sector is that a growing number of people can transfer from public to private sector, which is supported by the government with a settlement allowance. The amount of the allowance doubled from November 2018.

**The employment rate of women employed in the public sector increased from 38% to 56% between 2013 and 2018.** The programme is increasingly focusing on **promoting the employment of underprivileged women**. While in 2013 some 26 thousand uneducated (with max. 8 elementary grades) women were integrated in public employment per month, during the first 10 months of 2018 their number **grew to 45 thousand**.

As we have mentioned before, despite of not knowing the ethnicity of individuals integrated in public employment, the conclusion can be drawn that such employment **is primarily supporting the Roma population**. The number of women employed in the public sector is the highest in those two counties, where the Roma population is most over-represented in the area.

**The number of women involved in the programmes between 2013 and 2018 nearly doubled** in Szabolcs-Szatmár-Bereg County and increased by 73% in Borsod-Abaúj-Zemplén County.

**Female employment, among Roma women, rose by almost 20 percentage points between 2013 and 2016.** Regarding unemployment we can observe a drop both among Roma and non-Roma women. The proportion of unemployed among Roma women was halved between 2013 (41.6%) and 2017 (19.6%).

b) The spreading of flexible employment in convergence regions (GINOP 5.3.1.; 5.3.2)

The aim of the measure is to **spread flexible employment and to facilitate the reconciliation of work-life balance.** In the first application round (GINOP 5.3.1. budget: HUF 2 billion) 11 service provider consortium were selected, who audited small and medium-size enterprises (which have employees with small children) based on a jointly prepared, unified methodology in a coordinated way in order to review what kinds of actions are possible and necessary in order to introduce flexible employment forms and work organization solutions. **Altogether 832 small and medium-size enterprises were audited, concerning over 35 thousand employees.** In the second round of the application (GINOP 5.3.2) from the **HUF 6.56 billion budget 543 small and medium-size enterprises with reorganizational/development plan** received support in the amount of minimum HUF 3.1 – 15 million to carry out their plans. In the framework of this programme activities such as the restructuring of the work organization, the introduction of flexible employment forms and work organizational methods, and the re-integration of people returning from childcare leave.

c) Support for the return of parents with small children to the labour market (GINOP 5.3.11)

The aim of the measure carried out from **HUF 9.8 billion** is to provide support for the return of parents with small children to the labour market. In the framework of the programme **parents with small children from less developed regions, who are returning to work could receive a subsidy of maximum HUF 40 thousand per month** to place their children in family or workplace nurseries during working hours, in case there is no nursery at their place of residence, or the number of applicants exceed the available capacities. The subsidy can be applied for children older than 20 weeks and younger than 3 years of age.

## 10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)

Introduced or strengthened conditional cash transfers

Introduced or strengthened unconditional cash transfers

Introduced or strengthened non-contributory social pensions

- ☐ Reformed contributory social protection schemes to strengthen women's access and benefit levels
- ☐ Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **1. Nursing fee and child home care fee**

Nursing fee is paid to people who provide long-term care for family members and because of nursing are unable to perform gainful activity. From January 2019 the amount of nursing fee was increased by 15%:

- The basic amount of nursing fee is HUF 37 490 Ft (instead of HUF 32 600).
- The amount of nursing fee provided in case of an increased need of nursing is HUF 56 400 (instead of HUF 48 900),
- The amount of nursing fee provided to the carers of relatives of the most severe status is HUF 67 485 (instead of HUF 58 680).

Until 2022 the amount of nursing fee will be raised by 5% each year. The period of nursing fee will be taken into account as insurance period for the entitlement to benefits for persons with changed working capacity.

From 1st of January 2019 the „child home care fee” is introduced, as a new benefit for parents taking care for their seriously disabled/permanently ill children reliant on care. The entitlement to child home care fee can be stipulated regardless the age of the child. The amount of the fee is HUF 100 000 or in case the parent takes care of more child reliant on care, the amount of the fee is HUF 150 000. The amount of the fee will be gradually increased to the level of actual minimum wage until 2022. The period of child home care fee will be taken into account as insurance period for the entitlement to benefits for persons with changed working capacity.

### **2. Raising allowance for elderly people**

Old-age allowance is a kind of support granted to old-age persons with no living wage. The extent of the allowance depends on age, family status and monthly income. From 2018 the amount of the old age allowance is to be regularly increased by the same rate as old age pensions.

From January 1, 2019 the allowance can be applied by a person, who reached retirement age and whose monthly per capita income calculated on the basis his/her income together with the income of his/her spouse or partner living in the same household does not exceed HUF 25,630,

in case of a single person HUF 30,150 or a single person over 75 years of age HUF 40,700. The old age allowance supplements the income of the beneficiary to the above mentioned amount. Thanks to the modification around 6,800 concerned persons' provision is raised.

### 3. Unemployment support

Following their registration, the registered job seekers – both during the job seeking allowance and after the allowance period – also receive a support provided by active labour market tools. The active labour market tools are not built on financial allowance, but the improvement of the employability: they help to acquire the required skills and knowledge, in job search, and also provide temporary solutions for the integration of the unemployed at the labour market. The active labour market tools are operated on one hand **from a domestic resource (National Employment Fund)**, predominantly however from labour market programmes financed from the **European Social Fund**. These labour market programmes are on one hand targeting **young people under 25** (in the framework of the Youth Guarantee labour market programme), and on the other hand **inactive people over 25 and registered job seekers** (in the framework of the Road to the labour market programme).

The scope of active labour market tools in Hungary are the following: **support serving the extension of employment; salary expense subsidies; trainings; subsidy for promoting entrepreneurship among job seekers; labour market services.**

Any justified costs arising from the use of **intercity public transport** in connection with the job search should be reimbursed. During the training a **salary replacement allowance** may be granted, the amount of which can be maximum 60% of the prevailing minimum wage (previously it was tied to the much lower, gross HUF 81,530 public employment salary). Further subsidy can be granted for the **accommodation** of people working away from their residence in the labour market programme, if their employment and legal real estate rental status satisfies the legal conditions.

Those active-age persons, who have disadvantaged labour market situation and whose living is not ensured by any other way and do not perform any occupational activities to earn money, are eligible for **active-age allowance**. Occupational activity includes all kinds of occupational activities, except for simplified employment, domestic work or public employment. Living is not ensured if the family's monthly income for one unit of consumption does not exceed 90% of the current minimum old-age pension (in 2019 **HUF 25,650**) and they own no assets.

## 11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

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, mental, maternal health and HIV services

- 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
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **1. Vaccination for girls against human papilloma virus (HPV)**

In the academic year of 2014/15 the Government introduced the **voluntary vaccination for adolescent girls against cervical cancer** (HPV injection) in the framework of elementary school voluntary vaccination in Hungary. The vaccination should be mandatorily offered and financed by the state. Since the national introduction of the voluntary vaccination against HPV 3/4 of the girls requested the injection in each cycle. In the academic year of 2017/2018 according to the data of November 7, 2017 32,696 girls (75% of the eligible ones) requested the vaccination. Based on the contract concluded as the result of the public procurement procedure **starting from the academic year of 2018/2019 already a 9-valent HPV vaccine is provided by the state** for the school HPV voluntary vaccinations, which means a considerable professional progress. This is the currently available vaccine containing the most HPV-types, which forms immunity against 9 (a 6, 11, 16, 18, 31, 33, 45, 52, 58) HPV-types. With the introduction of the 9-valent vaccine the application for the vaccination also raised over 80%.

There is an **organized targeted public healthcare breast and cervical screening system** to reduce mortality due to tumorous diseases. Relying on the 3 new capacities integrated, organized breast screening for women is currently provided at 40 so-called "complex screening centres" equipped to conduct mammography screenings and clinical patient monitoring, having sufficient capacity to examine the entire vulnerable population.

### **2. Infertility treatment, ensuring a positive birth-giving experience**

- a) Extension of the support for the In vitro fertilization activity and reinforcement of the public institution system for artificial insemination

The Government decided in 2017 to extend support for the in vitro fertilization (IVF), as well as to reinforce the public institution system for artificial insemination.

For the sake of raising the number of new-born children the establishment of the maximum number of publicly financed cycles **not by mothers, but by children** has become necessary. In public and private institutions included in public financing **5 IVF cycles** are supported by public financing. According to the modification the number of financed cycles will now be

counted not by patients, but by live birth events. Thanks to the above, **5 cycles can be utilized for the birth of the first child, and – if the first cycle is successful – another 4-4 cycles per child (by live birth event) can be utilized by public financing for additional children.** As an impact of the modification **the current number of interventions will presumably double in 2–3 years. The medication applied during IVF** can be prescribed by institutions with **public financing** capacity by **90 % subsidy** instead of 70 %, and by institutions not having public financing capacity by 55 % subsidy instead of 25%. The Government of Hungary also provided support for the **procurement of medical equipment and instruments** required to perform the IVF service.

b) Family-friendly obstetrics

During the last two years several significant steps were taken in the field of infertility treatment, artificial insemination support and ensuring a positive birth experience. The “**Development of infrastructural conditions for family-friendly and family-centred obstetrics and the intensive care for premature infants**” tender announced in 2018 played a significant role in these developments, the planned budget of which at the time of announcement was HUF 8 billion. The key objective to be achieved with the investments was the positive birth experience, the creation and extension of family-friendly provision and to realize a mother-baby, family-friendly and family-centred obstetrics, focusing on the unity of the baby, mother and father.

As a three-priority principle a good professional programme, a complex and unified, standard obstetrics procedure-targeting development was defined, and the family-friendly feature was assessed based on a 16-element criteria system. Based on the above out of 59 healthcare institutions submitting the application the Assessment Committee found the application of 44 institutions worthy for support. Based on this the awarded resource is altogether HUF 6.3592 billion, which fundamentally serves to cover the costs of infrastructural construction investments and equipment procurement.

Based on the decision of the Government the extent of resources has changed, and the amount was increased by an additional HUF 2 billion, so the total available budget for 2018, 2019 and 2020 is HUF 10 billion, out of which HUF 6.3592 billion has been distributed so far.

From the remaining amount the preparation of the family-friendly directive is becoming possible by the 4 basic pillars, i.e. the family, methodology, educational and infrastructural pillar according to the already started principles. With this directive additional institutions can be integrated, qualified as baby, mother and family-friendly, by this standardizing the quality standard of the service, as well as the announcement and support for all programmes, which ensure the spreading and active practice for this mindset in addition to the already ensured infrastructural background, therefore it is related to supporting pregnancy, giving birth and nursing, psychological guidance and the training of the concerned professionals, vocational workers and families. In connection with the tasks specified in Government Resolution No. 1098/2018. (III. 19.) the preparation for the regulation regarding the development of graduate and post-graduate training system based on modern theoretical and practical knowledge in connection with mother and baby-friendly obstetrics and supporting nursing is in progress, as

well as the development of obstetrics and infant nutrition professional guideline based on mother and baby-friendly principles and the preparation of the required methodology.

### 3. Health visitors for the health of mother and baby; sexual education

#### a) Health visitor service, as a Hungaricum

**Health visitor service is a part of the basic healthcare provision in Hungary.** The health visitors with higher educational degrees provide support and development for the health condition of individuals, families and communities, health preservation, illness prevention, promote health recover, prevent the deterioration of health, and also provide mental and social support for the patients. They collaborate in the health preservation of women, mothers, infants, children, adolescents and the family, as well as in performing public healthcare, epidemiology and health development (educational) tasks.

**Health visitors contribute to the health preservation of women, mothers and the entire family by providing equal access to hands-on population service and performing health development tasks.** They create trustful relationships with the families, which is the basis of successful cooperation and integration. By reaching out personally to the population and gaining their trust, and by “home-delivery” of the screening, the role of health visitors is vital in organized screening, and it serves the fulfilment of a justifiable individual and social need.

#### b) Education for Family Life

Family has an outstanding importance in shaping the moral senses, loving relationships, self-knowledge and physical and mental health of children and adolescents. The changes of the nearer and wider environment, restructuring in the value system and difficulties in the functioning of some families made it necessary to integrate the education for family life into public education. The preparation for family life helps children and adolescents to form responsible relationships and it transfers knowledge on how to manage conflicts arising in their family lives. **Schools should address the questions of sexual culture as well. The National Core Curricula** specifies twelve development areas, one of which is education for family life, which appears in nearly all subjects. Out of them we should highlight **the subject of ethics taught in grades 5–8** in all public educational institutions, the content of which (e.g. sexuality, love, marriage, family, home creation, prejudice, trust and empathy) provide a wide range of opportunities **to address the question of equality between men and women** in the classes. The National Core Curricula also provides an opportunity for the public educational institutions to transfer this knowledge to the students in grades 1–12 **as a separate subject (education for family life).**

## 12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

Taken measures to increase girls’ access to, retention in and completion of education,

technical and vocational education and training (TVET) and skills development programmes

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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **1. Increasing girl's access to the completion of education**

In the academic year of 2015/2016 the **Prevention of school leaving of Roma girls (EFOP-1.4.4-16) "BARI SHEJ – BIG GIRL – FÁTĀ MÁRÉ"** programme was launched, 26 organisations started working, then continued by 21 organisations in the academic year of 2016/2017. During the above mentioned two academic years the programme was carried out from domestic financing with a total amount of **HUF 285 million**, thanks to which at least **750 girls** were reached in the most underprivileged settlements. From the 2017/2018 academic year it continues with a longer, 24-month duration **and a budget of HUF 2 billion**. In the framework of the EFOP-1.4.4-17 (Human Resource Development Operative Program construction) 89 winning organisations can realize their activities and at least **1800 young girls struggling with disadvantages** are improved.

### **2. Promoting training of girls in STEM (Science, Technology, Engineering and Mathematics)**

#### a) Career orientation

**The aim of the educational sector in Hungary is to strengthen career orientation in the public educational institution system**, with special regard to popularizing mathematics, natural sciences, IT and technology career selection and the development of related competencies.

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 Operative Programme: 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 the choosing of 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**.

b) Be a STEM star

The other prominent direction of successful career orientation are the programmes based on inter-sectoral cooperation, such as: the “**Be a STEM star!**”, the talent development programme also supported by the Ministry of Human Capacities the support of special national talent development programmes ensuring equal participation of women and men. Based on the action plan of 2017–2018 of the **National Talent Programme** an open tender application was announced, and the aim of the tender **is supporting special national talent development programmes targeting the participation of women and men based on equal opportunities** with special regard to those talent and scientific areas, where the participation of girls and women is traditionally under-represented. The available budget for supporting the applications is **HUF 36 million**.

c) Girls’ Day

The **Association of Hungarian Women in Science** has joined the international **Girls’ Day** initiative and launched its Hungarian version in 2012. It is an interactive open day exclusively for high school girls with several venues. On Girls’ Day technology companies, research- and educational institutes open their doors to high school girls in order to raise their interests in science, technology, engineering and mathematics. It is also a good opportunity to get first-hand experience about the fact that girls are also welcome to these jobs and also about the companies which are considered wrongly as male territories. **10 000 girls have participated** the Girls’ Day events so far and had the opportunity to gain personal experience about science and technology jobs. The number of **hosting organisation increased from 22 to 80 in 7 years**, while achieved a tenfold increase in the number of participating girls during this time.

d) SMARTIZ Programme

The **SMARTIZ Programme** of the **Association of Hungarian Women in Science** has started in 2018 with the objective of increasing the number of underprivileged girls enrolling into coding schools or higher education STEM and IT programs in order to increase their employability. The program seeks high school girls who could be interested in such education and professions but due to their social, economic and very often family background they lack access to proper education and support that often results in dropping out without pursuing a high school diploma. Girls are selected through an interview process and then provided an innovative outside the classroom math and digital skills education and a supporting mentoring

program. The girls participated felt a better engagement to education, their school performance improved. **The Ministry of State for Family and Youth Affairs has nominated the SMARTIZ Programme of the Association of Hungarian Women in Science for the UNESCO Prize for Girls' and Women's Education in 2019.**

### 3. Increase gender-responsiveness in education

#### a) Education for Family Life

Family has an outstanding importance in shaping the moral senses, loving relationships, self-knowledge and physical and mental health of children and adolescents. The changes of the nearer and wider environment, restructuring in the value system and difficulties in the functioning of some families made it necessary to integrate the education for family life into public education. The preparation for family life helps children and adolescents to form responsible relationships and it transfers knowledge on how to manage conflicts arising in their family lives. **Schools should address the questions of sexual culture as well. The National Core Curricula** specifies twelve development areas, one of which is education for family life, which appears in nearly all subjects. Out of them we should highlight **the subject of ethics taught in grades 5–8** in all public educational institutions, the content of which (e.g. sexuality, love, marriage, family, home creation, prejudice, trust and empathy) provide a wide range of opportunities **to address the question of equality between men and women** in the classes. The National Core Curricula also provides an opportunity for the public educational institutions to transfer this knowledge to the students in grades 1–12 **as a separate subject (education for family life).**

#### b) Strengthened educational curricula and revised textbooks to increase gender-responsiveness

The **National Core Curricula lays down the requirements for the respect of human rights as well as for the basic knowledge of equality between women and men** and that of antidiscrimination. In the history subject the social situation, the lifestyle of women and men as well as the issue of emancipation and equality are included in the curricula in the classes of 9–12. It is a crucial aim of the subject of civic education that students can understand the importance of equal opportunities, social justice as well as make them able to recognize the negative effects and social dangers of stereotypes, prejudice and discrimination.

According to the results of an OECD survey about the progress on gender equality in education **textbooks were revised in 2013 for grade 1 to 8 to ensure that students are not exposed to stereotypes and develop awareness of gender equality.** Examples of new materials include: a revision of biology textbooks to illustrate the role of women in science by demonstrating the works of female scientists; the representation of women who were successful in their fields of work in a career section in the physics textbooks; and discussions of the gender equality issues and the historical background of the change in the traditional roles of women in history textbooks.

## 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

### 13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls
- Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

#### 1. Combating violence committed by the sexual partner/domestic violence

- a) The service scheme helping the victims of domestic violence has been continuously expanding in the last five years, and one of the important steps of this process was the opening of Crisis Management Ambulances in 2018 as a new service element on a regional level. One Crisis Management Ambulance receives a support of HUF 16 million per year. The aim of the Crisis Management Ambulance is to provide the soonest possible help in order to facilitate the exploration of problems before even more severe violent actions would occur and to prevent the forced leaving of the home. The ambulances can be contacted in person, via e-mail or telephone. The Crisis Management Ambulances are not only in contact with the concerned persons, but their important task is also for instance to conduct case discussions among the child protection alarm system and to hold professional forums in order to make the various members of the alarm system surrounding families recognize the

signs of violence, and make them able to notify the supporting professionals as soon as possible. The ambulances are also responsible for local awareness raising in order to dissolve latency and to eliminate the fixed culture that domestic violence is a private/family matter and not a social problem. The reduction of victimization is an accentuated task in awareness raising. Based on the experiences so far there is a great need and interest for the services of Crisis Management Ambulances, therefore the county-level construction of these ambulances is planned.

- b) Based on the experiences of professionals the youngsters' knowledge about domestic violence and abuse is rather superficial and thus tends to be insufficient, which further aggravates their exposure and vulnerability. It further complicates the solution of the situation, that the problem is considered as a taboo, the youngsters (and adults) do not dare to talk about it; in many cases they can not even identify that they, themselves are victims, or do not know whom to ask for help or where to turn with trust; this is what the programme is supposed to help for. The prevention programme that started in 2012 has continued between 2013-2015 with the support of the Ministry of Human Capacities, addressing the 14–18 age group. The aim of the programme is to prevent victimization. The initiative had an outreach to around 3,600 students between 2012 and 2015. 2016 was a landmark in the programme: it evolved into a national programme through the utilization of development resources. Currently 17 civil organizations are involved in its management.

## **2. Combating trafficking in women and girls**

To the shelters for victims of human trafficking the Government attached so called half-way houses in 2018 (currently there are 4 half-way houses reserved for the victims of human trafficking).

The fundamental goal of half-way houses is to enable the victims of human trafficking after the crisis management to establish an independent and autonomous life. The service should be organized so that it is a real step promoting social integration for the victims of human trafficking regarding restart.

The half-way house service lasts for maximum 5 years outside the shelters, but they are constructed in their proximity to be able to provide professional support in time by the associates. Regarding the provision the principle of graduation should be considered and getting from active help to the high level of self-sufficiency to ensure and restore the autonomy of the individual. The provisions should be organized flexibly and extra support (e.g.: school-starting support, aid provided for paying the increased overhead expenses of the winter period) is also necessary to be provided.

The tenants of half-way houses are mentored by social professionals, who perform the following main tasks in connection with the beneficiaries:

- emotional support, especially in order to process actions related to exploitation;

- support adaptation to the new living environment;
- change management;
- family caring, individual case management, under which an expert provides help in official administration, child raising and caring questions;
- Support in contacting the required professionals.

The tenants (beneficiaries) also have an opportunity to resort to psychological counselling. This service provides help in processing spiritual damage due to exploitation, in understanding the spiritual background of becoming a victim, and also in relieving inherited and later arising tensions. The duration of the services of half-way houses make it possible that longer therapy processes can also support the victims, contributing to strengthening the individual. The professional providing psychological counselling conducts continuous consultation with the social expert coordinating the service. The legal counselling performed in the framework of the half-way house service creates an opportunity for the victim to receive continuous support in legal matters started during the previous treatment (Temporary Shelter), or even extended for several years. The jurist continuously liaises with the social expert coordinating the service.

#### **14. What actions has your country prioritized in the last five years to address violence against women and girls?**

##### 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)

- Introduced or strengthened strategies 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, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

*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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

## 1. Proposal for new legal measures in connection with violence against women

In 2015 the Hungarian Parliament adopted the resolution nr. 30/2015 (VII.7) on the definition of national strategic objectives promoting efficient action against domestic violence.

The resolution lays down the national strategic goals for effectively combatting domestic violence and designates a path for every sector that is involved in combating domestic violence for the planning and implementation of the strategic documents and the related measures respectively.

The resolution highlights among others the importance of prevention for the sake of efficiently combating domestic violence, the necessity of developing the support system for victims and the continuous education of experts dealing with or potentially contacting the victims and the perpetrators as well as social awareness raising.

## 2. Introduction and reinforcement of services for the survivors of violence

The complex development of the service scheme during the last 5 years was carried out as detailed below:

### a) Prevention

The supporting of victims has the priority ambition to give aid in the shortest notice so that problems may be arranged before violent actions get worse. In this way, the forced leaving of the home may be avoided, and a chance is left to resolve the domestic conflicts. This purpose is served by the Crisis Management Ambulances that function on a regional level. The ambulances were established from development and budgetary resources in 2018.

### b) Crisis intervention

**The National Crisis Management and Information Telephone Service (OKIT)** is available 24/7 from all of Hungary, calls are free of charge at all providers. The hotline service gives information to victims of domestic violence, and helps the abused to find a safe shelter (from the abuser/ponce/exploiter) in an acute crisis situation. The professional staff of the National Crisis Management and Information Telephone Service was supplemented by an attorney in 2018.

The National Crisis Management and Information Telephone Service received a total of 9,391 calls in 2018, out of which they coordinated the placement of 1,363 persons in Crisis Centre or secret shelter (455 women, 901 children, 7 men).

In Hungary there are so-called Crisis Centre providing accommodation and complex services to those victims of domestic violence who have been forced to leave their home – either alone or with their children – on grounds of abuse.

The Crisis Centre provide the following:

- sheltered accommodation and full physical attendance, if necessary;

- expert help (lawyer, psychological assistant, social worker);
- assistance through social work.

Key services of the Crisis Centre:

- search for a safe home,
- assistance in resolving lifestyle problems,
- search for and administration of income sources,
- the mapping of external family relations,
- the strengthening of parental role,
- psychological counselling,
- mediation of health care services,
- provision of community programmes,
- legal counselling and consultation on child care.

The Crisis Centre liaise with OKIT, as well as with the competent family support and child welfare service in the location and in the region based on the victim's place of residence. They also keep in touch with the police, the Temporary Home for Families, the local healthcare system, the local educational institutions and, if necessary, with the custodian office and other authorities.

Based on the Act XXXI of 1997 on child protection and guardianship management Crisis Centres can be operated by Temporary Home for Families, and they typically have a capacity of 6 spaces. The caring time is 4 weeks, which can be extended by one more time in justified cases and maximum by further 4 weeks.

Currently from a budgetary resource 15 Crisis Centre are operating in Hungary. From a development resource the construction of another 5 Crisis Centre commenced in 2018.

The **Secret Shelters** are accommodating the severe victims of domestic violence being in life danger. The provided services are equal to the services of the Crisis Centres, however, protection in case of the Secret Shelters is even more accentuated.

From a budgetary resource currently one such institution exists (with 29 spaces), and the opening of another 7 shelters are facilitated from development resources, the construction of which has started in 2018 and their handover is continuously ongoing. Based on legal provision secret shelters can be operated by the Temporary Home for Families and they have a maximum capacity of 18 spaces. The time of care is 6 months.

The victims of human trafficking (prostitution and work-related exploitation) are supported by the Temporary Accommodations. The **Temporary Accommodations** were created based on the image of the service scheme helping the victims of domestic violence, and there are 2 such institutions with state support with 12 spaces each. In 2019 the Government assigned a new resource to open a third Temporary Accommodation and to purchase and operate a rescue car.

c) Social integration

Halfway Houses are available to support the social reintegration of the victims of domestic violence and human trafficking, which provide long-term housing (up to 5 years) and professional (mainly legal and psychological) assistance to their tenants. The victims leaving the crisis management system spend, on average, 2 years in Halfway Houses. After that, they typically rent a flat or move to social housing units, i.e. they leave the social welfare system. Halfway Houses are properties with 4 spaces in the proximity of Crisis Centre /Secret Shelters or Temporary Accommodations, suitable for creating an independent living. So far 6 Crisis Centres were operating a Halfway House service. In 2018 and in the first quarter of 2019 an additional 19 Halfway Houses will start operating from development resources. (15 Halfway Houses provide an opportunity to restart for the victims of domestic violence and 4 for the victims of human trafficking.) According to the rule, one Crisis Centre /Secret Shelter/Temporary Accommodation can operate up to 2 Halfway Houses from budgetary or EFOP (Human Resources Development Operative Programme construction) support. In 2013 the National Crisis Management and Information Telephone Service, 14 Crisis Centres, 4 Halfway Houses, one Secret Shelter and one Temporary Accommodation (with 8 spaces) created the service scheme. The realized development is significant.

## 15. What strategies has your country used in the last five years to prevent violence against women and girls?

### Public awareness raising and changing of attitudes and behaviours

- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

*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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **1. Raising community awareness and the promotion of attitude alteration (re-education)**

- a) The campaign under the slogan "Notice it!" was organized five times between 2014 and 2017, relying on the Ministry of Human Capacities support. It wishes to stress the unacceptability of domestic violence and underlines the importance of the timely notification of the problem.

The campaign also has a website, with separate pages for adults, children and youngsters. It gives a description about the various forms of domestic violence, the signs of violence and specifies the sources of help, along with the supporters' availabilities.

The campaign was revived in 2018, and it received a new slogan (“Love doesn’t hurt!”)<sup>2</sup> and a new image.

The key elements of the campaigns are: television and radio spots, billboards, city lights, paid newspaper ads, Facebook campaign, press releases and local PR actions.

Upon the Ministry of Human Capacities’ request, the Media and Infocommunications Commissioner of the National Media and Infocommunications Authority made a recommendation in 2015, in which it invited the media representatives to indicate the phone number of the of the National Crisis Management and Information Telephone Service on their interfaces by the media contents related to human trafficking and domestic violence based contents on their interfaces, with the underlying reason to make help available to everyone. The National Crisis Management and Information Telephone Service can be called 24/7 at free of charge.

- b) Such publications are also available on the obstetrics department of hospitals (270 thousand pieces), which also mentions domestic violence. In this topic the information draws attention to the fact that abuse is not a private matter and the victims are assisted by a separate service scheme. It is crucial to identify the problem and ask for help as soon as possible. The publication helps in identifying the phenomena and points out that domestic violence has many forms, and also contains the contact information for the most important assistance services.

**16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

*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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**Trainings for the professionals of the child protection alarm system and the moral support hotline**

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<sup>2</sup> [www.aszeretetnemart.hu](http://www.aszeretetnemart.hu)

The education of the members of the child protection alarm system will be realized from European Union resources in 2019 and 2020 (with the involvement of 5000 persons), as well as the training series of the moral support hotline. Cyberbullying – as a separate chapter– is a part of both the training and the education materials, also extending on to sexual type harassment. The course consists of two main parts; the fundamental, theoretical preparation (information expansion) block is followed by a 3-day training. The training realized in 200 different venues in 2 years has case-focus and its fundamental aim is attitude-forming. The available budget for the trainings is HUF 92.6 million.

**17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?**

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the 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 nonstereotypical, balanced and diverse images of women and girls in the 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 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**1. Regulations for the media**

- a) There is a co-regulation contract between the National Media and Infocommunications Authority and the Self-regulating Advertisement Agency since 2011 concerning the co-regulation activity, which was modified last time in 2018 regarding media administration tasks. Their subject is monitoring research: the examination of attitudes harmful for the environment in advertisement and also other current topics, e.g. the examination of problems possibly arising during the year.
- b) Upon the Ministry of Human Capacities' request, the Media and Infocommunications Commissioner of the National Media and Infocommunications Authority made a recommendation in 2015, in which it invited the media representatives to indicate the phone number of the of the National Crisis Management and Information Telephone Service on their interfaces by the media contents related to human trafficking and domestic violence based contents on their interfaces, with the underlying reason to make help available to

everyone. The National Crisis Management and Information Telephone Service can be called 24/7 at free of charge.

## **2. Research on the portrayal of women in the media**

The **National Media and Infocommunications Authority's Programme Monitoring and Analysing Department** constantly monitors the appearance proportion of men and women in the news and magazine programmes of media providers in Hungary. Researches were prepared in the autumn of 2016 by the National Media and Infocommunications Authority focusing on the public opinion on the representation of women in media. Considering the consequences of the studies in general we can say that both the female and male portrays mostly reflecting social realities were found in the examined programmes. In those cases where timeline studies were conducted, the tendency was positive.

## **3. Media internship programme for Roma youngsters**

The **Media internship programme titled "Get involved in broadcasting!"** provides an opportunity for Roma youngsters with HUF 200,000 / person / month scholarship to get an insight into the world of the media. The scholarship is destined to enable the beneficiaries to get involved in the world of the media through an internship programme. Here they may get an insight into the life of a television company, actively taking part in the actual workflow processes. In 2016 six Roma youngsters participated in the programme, as a result of which two young talents can continue their careers at Hungary's state-owned national public-service broadcasting organization. In 2017 and 2018 8–8 Roma youngsters participated in the programme.

## **18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

YES/NO

There were several actions taken in order to tackle violence against women and women facing multiple discrimination could facilitate from these measures.

Regarding multiple discrimination in general it is crucial emphasizing that Article XV of the Fundamental Law of Hungary prohibits discrimination on any ground, especially on the ground of sex as well as on multiple grounds. The Equal Treatment Authority examines the claims separately according to the discrimination on different grounds and whether they are in

connection with each other in case of multiple discrimination. The Authority pays special attention on the cases of multiple discrimination when determining sanctions.

*If YES, please list them and provide up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max)*

## **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

### **19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?**

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

## 1. Provide opportunities for training in leadership

The **Women's Public Leadership Training Program** was launched in 2018 as a free training for such young women between 18–36 speaking Hungarian and English languages, who are ambitious to take a role in public life. The aim of the training is to provide practical leadership knowledge for the participants and to create a community, which facilitates the female executives, who were educated in Hungary to make advantage of their knowledge in the long-term in Hungary, primarily at domestic or regional institutions or companies.

Furthermore, the programme highlights the importance of female executives as well as their impact on the economy, society and public life.

The training includes four weekends, during which the participants take part in presentations and skill developing trainings. In addition to the above, they have to submit some tasks and study e-learning materials to help the acquisition of knowledge.

The explicit aim of the programme is to provide an opportunity beyond classroom education to **acquire practical experience** as well, therefore the participants join in a small-team project work and can meet with national and foreign professionals, executives and politicians. By inviting foreign experts the programme offers an education, which is also recognized in international relations and the meeting with national presenters facilitates **the reflecting on local public life**. 16 applicants have started the training: the average age of participants is between 28 and 29 and they applied from different areas.

## 2. Encourage the participation of Roma women in public life

In case of Roma women still some disadvantages can be detected both regarding education and employment, and their participation ratio is also low in public life. The following project was created to eliminate that.

The reinforcement and civil organisation of the active engagement of Roma women is promoted by the EFOP-1.6.1-VEKOP/16 **priority project** titled “Assistance for inclusion collaborations”, which ensures professional support for the complex site programmes running on various settlements. The special resource of complex site programmes is the presence of Roma women, since they form a connecting bridge in mutual awareness-raising between different social groups (Roma and non-Roma), in creating local community's civilian organisations for solving common issues, which might strengthen the social engagement of Roma women beyond the sites. The priority programme committed to launching **50 Roma female civilian initiatives**, and thanks to this **20 registered Roma female organisations are also anticipated to be established** to serve some community goal, which is considered as important.

The reinforcement of social activity and civilian organization of Roma women does not only increase their public life engagement, but also strengthens the positive social image of them. At the same time their activity retroacts on the life of Roma families and promotes the continuing education and vocation acquisition of children and Roma girls starting from a difficult situation.

### 3. Involving Hungarian women in public life

The Women for Hungary Club was founded in 2018, the members of which form a tight community, where women taking responsibility in the field of arts, science, business life, sports, public life and diplomacy contemplate on what to do for a better and stronger Hungary.

The **Women for the Hungarian Nation Movement** was established in 2019, the creed of which is that men and women are equal, but not identical. The aim of the movement is to act jointly in strengthening the Hungarian nation, take responsibility for the next generations, and to express that the respect for life and family is important for them. Anyone can join the movement, who agrees with the above mentioned objectives.

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

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 wifi 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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

#### 1. Education of girls and women in the ICT sector

##### a) IT Development Career Start Program

The **IT Development Career Start Program** was launched in the autumn of 2017 under the direction of the Ministry of Finance. In the framework of the programme **4,000 IT specialists are trained** in four years; 1,400 people can be trained and start working in the first cycle and another 2.600 in the second. The advantage of the market-oriented public IT specialist training is that it provides an extraordinarily high level practical knowledge, in most cases during 2–4 months, which enables the future professional to immediately start working. The programme is

realized by **HUF 2.5 billion governmental support**. The initiative will only receive governmental subsidy, if the trained people will also start working. **By autumn 2018 about 700 people managed to** get a job in the IT-sector, surpassing the original objective of 500. Thanks to the tendencies, the role of models mostly resembling dual education in the sector significantly grew. The essence of these is that following a relatively shorter, intense training period the participants can fine-tune their knowledge at the workplaces. The free of charge programme realized with state subsidy considerably contributes to satisfying the labour demand of the private sector. The basis of the training is defined by the labour demand of the private sector. Applicants do not need to have basic education, however, people with some degree of IT-knowledge or even vocational degree are welcome at the free training. Many applicants are already hired by the given company during the selection process, therefore the training takes place in a real working environment.

b) “Be a STEM star!”

The other prominent direction of successful career orientation are the programmes based on inter-sectoral cooperation, such as: the **“Be a STEM star!”**, the talent development programme also supported by the Ministry of Human Capacities the support of special national talent development programmes ensuring equal participation of women and men. Based on the action plan of 2017–2018 of the **National Talent Programme** an open tender application was announced, and the aim of the tender is **supporting special national talent development programmes targeting the participation of women and men based on equal opportunities** with special regard to those talent and scientific areas, where the participation of girls and women is traditionally under-represented. The available budget for supporting the applications is **HUF 36 million**.

c) SMARTIZ Programme

The **SMARTIZ Programme** of the **Association of Hungarian Women in Science** has started in 2018 with the objective of increasing the number of underprivileged girls enrolling into coding schools or higher education STEM and IT programs in order to increase their employability. The program seeks high school girls who could be interested in such education and professions but due to their social, economic and very often family background they lack access to proper education and support that often results in dropping out without pursuing a high school diploma. Girls are selected through an interview process and then provided an innovative outside the classroom math and digital skills education and a supporting mentoring program. The participated girls felt a better engagement to education, their school performance improved. **The Ministry of State for Family and Youth Affairs has nominated the SMARTIZ Programme** of the Association of Hungarian Women in Science **for the UNESCO Prize for Girls’ and Women’s Education in 2019**.

## 2. Media internship programme for Roma youngsters

**The Media internship programme titled “Get involved in broadcasting!”** provides an opportunity for Roma youngsters with HUF 200,000 / person / month scholarship to get an insight into the world of the media. The scholarship is destined to enable the beneficiaries to get involved in the world of the media through an internship programme. Here they may get an insight into the life of a television company, actively taking part in the actual workflow processes. In 2016 six Roma youngsters participated in the programme, as a result of which two young talents can continue their careers at Hungary's state-owned national public-service broadcasting organization. In 2017 and 2018 8–8 Roma youngsters participated in the programme.

### **3. Promoting gender equality in research and innovation**

Among others, the project named “EFFORTI” (Evaluation Framework for Promoting Gender Equality in R&I) in the framework of Horizon 2020 EU programme supports the participation of women in decision-making in the area of research and innovation. The project lasts from 2016-2019 and seeks to analyse and model the influence of measures to promote gender equality on research and innovation outputs. An evaluation framework was developed, which enables evaluators, science managers, policy-makers to conduct a sound analysis of the research and innovation, outcomes and impacts of gender equality measures across Europe, with a focus on the national level. The Hungarian Women in Science participated in the project as a partner and the Women’s Policy Unit of the Ministry of Human Capacities could get involved in the project as well through the workshops, conferences as well as by testing the developed toolbox.

#### **21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES/NO

**If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?**

*Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets genderresponsive.*

#### **22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES/NO

Not applicable

**If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.**

**23. Does your country have a valid national strategy or action plan for gender equality?**

YES/NO

**If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.**

#### **National Strategy for the Promotion of Gender Equality**

By approving the Government Decree No. 1004/2010 (I. 21.) the National Strategy for the Promotion of Gender Equality – Directions and Objectives 2010–2021” Strategy was passed.

**Comprehensive measures promoting the promotion of wide scope and large-scale female social groups and reinforcing women were taken** based on the principles. (*Detailed information on the measures is available at question 2.*)

The key points of the National Strategy for the Promotion of Gender Equality – Directions and Objectives 2010–2021 are the following:

1. Tasks regarding the establishment of equal economic independence of women and men, the elimination of salary and employment disproportions as well as regarding the field of considering the aspects of women and poverty and women and health.
2. Promotion of the better alignment of professional, private and family life.
3. Supporting the reduction of disproportions regarding gender engagement in political and economic decision making and in the field of science.
4. Taking measures required to effectively combat violence and for prevention – Elimination of all forms of violence committed against women, urgently combating the violation of the fundamental rights of men and women, girls and boys regarding physical and emotional integrity.
5. Supporting the suppressing of stereotypes connected to the women and men.
6. In order to realize the objectives of the national strategy for the promotion of the social equality of women and men it is inevitable to professionally ground the changes (education, institution system, gender budgeting, sex disaggregated data collection).

**If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?**

The **budget between 2014 and 2018** of organisational units engaged in family and women's policy in the Hungarian budget on the 20/16/6 Family policy programmes **chapter line**:

The chapter line can be used to support the following programmes:

***Sub-task nr.1.: Family policy programmes***

It includes providing resource for carrying out professional programmes and actions in the fields of family issues and equality between women and men, **reinforcing the family, improving the situation of women, serving the reconciliation of family and work**, which reinforce a family-friendly public thinking, as well as support civil society organisations providing representation of interest for families and coordinating cross-border family organisations.

***Sub-task nr.3.: Supporting of childcare-related professional tasks***

The proposal provides coverage for performing professional development targets and methodological tasks concerning the daytime care for children for the nominated organisations.

2015.

***Sub-task nr.1.: HUF 1,008,000,000***

2016.

***Sub-task nr.1.: HUF 604,000,000***

2017.

***Sub-task nr.1.: HUF 654,000,000***

***Sub-task nr.3.: HUF 45,000,000***

2018.

***Sub-task nr.1.: HUF 3,546,900,000***

***Sub-task nr.3.: HUF 50,000,000***

**24. Does your country have an 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?**

YES/NO

**If YES, please provide some highlights of the action plans and timeline for implementation.**

**25. Is there a national human rights institution in your country?**

YES/NO

**If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?**

YES

**If YES, please provide up to three examples of how the NHRI has promoted gender equality.**

The **Commissioner for Fundamental Rights** institution exists in Hungary, which is the National Human Rights Institution of the UN (NHRI). The procedure of the Commissioner for Fundamental Rights – also taking into account section (3) paragraph XV of the Fundamental Law declaring the equality of women and men– still guarantees the protection of women’s rights today.

According to section (2) of paragraph 30 of the Fundamental Law the Commissioner for Fundamental Rights investigates or orders to investigate the thwarting that came to his notice regarding fundamental rights, and initiates measures to remedy them. Pursuant to Act CXI of 2011 on the Commissioner for Fundamental Rights 1., § (2) point d), during his operations the Commissioner for Fundamental Rights pays particular attention to protecting the legal rights of the most endangered social groups. Furthermore, according to 2. § (5) of the law on the Commissioner for Fundamental Rights he shall promote the predominance and protection of human rights. During the above he performs a social awareness-raising and enlightening activity and cooperates with organisations and national institutions, the aim of which is to promote the protection of fundamental rights.

According to §18 on the Commissioner for Fundamental Rights the proceedings of the Commissioner for Fundamental Rights may be initiated by anyone, who believes that the activity or an omission by an authority violates his fundamental right or directly endangers it. The Ombudsman may also start proceedings based on his position. During the proceedings he carries out an investigation and applies the measure specified in law. According to § 31 (1) and § 32 (1) if the Ombudsman comes to the conclusion that the thwarting regarding fundamental rights exists, he may make a proposal to the supervisory body of the examined authority to remedy it, or shall initiate the remedying of the thwarting by the examined authority, if the thwarting regarding fundamental rights can be eliminated by the examined authority in their own scope of influence. According to § 33 (1) on the Commissioner for Fundamental Rights the Ombudsman may also initiate the involvement of the public prosecutor. Based on Article 24 (2) point e), and § 34 of the Law on the Commissioner for Fundamental Rights, one can turn

to the Constitutional Court if one believes that the legal provision is against the Fundamental Law. According to § 35 (1) in the specified cases he shall mandatorily initiate (punitive, offensive or disciplinary) proceedings. According to § 38 (1) on the Commissioner for Fundamental Rights in cases listed in (1), if the Ombudsman does not agree with the measure made based on his proposal by the supervisory body or the examined authority, or the supervisory body / authority neglected the existence of the measure, he may submit the case to the Parliament and ask them to investigate it.

It is an improvement and the expansion of the scale of accessibility that based on Act CLXV of 2013 on claims and public notifications **a public notification can also be made in the secure electronic system operated by the Commissioner for Fundamental Rights from January 1, 2014.** A public notification draws the attention to such condition, the remedying or elimination of which serves the interest of the community or the entire society.

#### **Investigations of the Ombudsman concerning women**

In the Ombudsman's practice ), **the number of complaints regarding the rights and situation of women separately is slim** compared to other endangered social groups (such as for instance the disabled, homeless, ill or old people), and the thematic focus studies concern the national situation of women in an other nexus. These investigations by the Ombudsman researched the reproduction rights and the various aspects of rights related to autonomy.

#### **The following example demonstrates how the Commissioner for Fundamental Rights promotes the equality of women and men.**

The Commissioner for Fundamental Rights considered the provision of Act I of 2012 on the Labour Code from a Constitutional aspect, according to which the pregnant employee may only refer to the protection against dismissal, if she has informed the employer about her pregnancy prior to the notice, and on 14 December 2012 the Commissioner for Fundamental Rights initiated the investigation and elimination of paragraph 65 (5) of Act I of 2012 at the Constitutional Court. The concerned section, the provision of the Labour Code specifying the previous notification obligation regarding pregnancy violates the rights of pregnant women to dignity and privacy. The provision was annulled by the Constitutional Court by the (V. 30.) no. 17/2014 Constitutional Court decision.

## **Peaceful and inclusive societies**

#### **Critical areas of concern:**

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

**26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

- 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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**27. What actions has your country taken in the last five years 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?**

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict
- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**28. What actions has your country taken in the last five years to enhance judicial and nonjudicial 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?**

- 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

**29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?**

- Taken measures to combat negative 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
  - Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
  - Promoted girls' awareness of and participation in social, economic and political life
  - Other

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

## 1. Increase awareness of the potential of girl children

There have been several initiatives in Hungary to refute the adverse stereotype that IT and engineering careers are only for men. It is imperative to motivate girls to continue their education in these areas, and to create awareness in society about the skills of girls.

- a) The **“Be a STEM star!”** talent development program, also supported by the Ministry of Human Capacities, targeting the equal opportunity participation of women and men, which aimed at promoting special national talent development programmes, with special regard to the STEM areas (science, technology, engineering, and mathematics). *You can find more information about the program at question 12.*
- b) The **Association of Hungarian Women in Science** has joined the international **Girls’ Day** initiative and launched its Hungarian version in 2012. It is an interactive open day exclusively for high school girls with several venues in order to raise their interest in science, technology, engineering and mathematics. It is also a good opportunity to get first-hand experience about the fact that girls are also welcome to these jobs and about companies which are considered wrongly as male territories. **10 000 girls have participated** the Girls’ Day events so far by altogether **80 hosting organizations in 7 years**. *See detailed description at question 12.*
- c) The **SMARTIZ Programme** of the **Association of Hungarian Women in Science** has started in 2018 with the objective of increasing the number of underprivileged girls enrolling into coding schools or higher education STEM and IT programs in order to increase their employability. The program seeks high school girls who could be interested in such education and professions but due to their social, economic and very often family background they lack access to proper education and support that often results in dropping out without pursuing a high school diploma. Girls are selected through an interview process and then provided an innovative outside the classroom math and digital skills education and a supporting mentoring program. The participated girls felt a better engagement to education, their school performance improved. **The Ministry of State for Family and Youth Affairs has nominated the SMARTIZ Programme** of the Association of Hungarian Women in Science **for the UNESCO Prize for Girls’ and Women’s Education in 2019.**

## 2. Strengthening girl’s access to quality education

In the academic year of 2015/2016 the **Prevention of school leaving of Roma girls (EFOP-1.4.4-16) “BARI SHEJ – BIG GIRL – FÁTĂ MÁRÉ”** programme was launched, 26 organisations started working, then continued by 21 organisations in the academic year of 2016/2017. During the above mentioned two academic years the programme was carried out from domestic financing with a total amount of **HUF 285 million**, thanks to which at least **750 girls** were reached in the most underprivileged settlements. From the 2017/2018 academic year

it continues with a longer, 24-month duration **and a budget of HUF 2 billion**. In the framework of the EFOP-1.4.4-17 (Human Resource Development Operative Program construction) 89 winning organisations can realize their activities and at least **1800 young girls struggling with disadvantages** are improved.

## Environmental conservation, protection and rehabilitation

### Critical areas of concern:

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

### 30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- 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-smart 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 provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

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

### 31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of 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, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

*Please provide details of up to three concrete examples of measures taken, 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 of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

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

## Section Three: National institutions and processes

### 32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The women's policy organisational unit supporting the promotion of women has been present in public administration in Hungary since 1997.

Following the parliamentary elections of 2014 the **State Secretariat for Family and Youth Affairs** in the Ministry of Human Capacities was established, and within the State Secretariat **an independent department was set up, which specifically deals with women's policy** under the Deputy State Secretariat for Family Policy. The question of violence against women is addressed by the Department of Equal Opportunities under the Deputy State Secretariat for Youth Policy and Equal Opportunities. The Deputy State Secretariat for Social Inclusion within the State Secretariat for Social Affairs and Social Inclusion deals with measures supporting Roma women. (The Ministry of Human Capacities is one of the 9 ministries of the Government, and state secretariats operate within the ministries.)

The Ministry of Justice has been operating the **Thematic Working Group for Women's Rights** within the Human Rights Working Group since 2012. This working group invites various participants of the civil sphere: 20 civilian organisations are members and an additional 11 organisations participate as guests in the work of the Thematic Working Group.

In June 2015 the **Subcommittee on Women's Dignity** was founded, which is one of the professional committees of the Parliament. Men and women are involved in the work of the Sub-Committee to an equal degree. The utmost target of the Sub-Committee is to increase the role of women in the economy and to improve female employment, however, it is also a forum for professional and political dialogue regarding the questions related to women's rights and also social topics. It has sessions 2–4 per year in topics specifically concerning women.

**33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

No, however there are members of the National Council for Sustainable Development who represent the views of women.

*If YES, please provide further information*

**34. Are there formal mechanisms 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?**

YES/NO

**If YES,**

- a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

**Beijing Declaration and PfA**

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system

Other actors, please specify: Large family organizations

### 2030 Agenda for Sustainable Development

- Civil society organizations: the Civil Roundtable for Sustainable Development
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees: the Ombudsman for Future Generations, the National Council for Sustainable Development
- Private sector: the Business Council for Sustainable Development in Hungary
- United Nations system
- Other actors, please specify: the Hungarian Central Statistical Office and the Hungarian UN Youth Delegate

**b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?**

YES/NO

*Please provide further details about the mechanisms used. (2 pages max.)*

When bringing measures targeting the improvement of women's situation over the recent years, the Government of Hungary took the needs and problems of Roma, disabled, elderly and unemployed women, as well as rural women into account.

**c) Please describe how stakeholders have contributed to the preparation of the present national report.**

**Comprehensive national-level review of Hungary for the Twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995)**

The Deputy State Secretariat for Family Policy – integrating the Women's Policy Unit – drew the attention of numerous civil society organisations to the possibility of submitting expert documentation and observations for the comprehensive, national review report prepared for the 25th anniversary of the Beijing Declaration and Action Plan. The submitted materials were integrated in the national report. The next (May/June 2019) session of the Thematic Working Group for Women's Rights will feature the agenda point of the national report prepared for the 25th anniversary of the Beijing Declaration and Action Plan, therefore a wide scope of civil

society organisations will receive information about the completed report, and the possible questions and observations in connection with the report will be addressed.

### **The implementation of 2030 Agenda for Sustainable Development and the Hungarian Voluntary National Review**

The realization of the 2030 Agenda 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.

The Hungarian Government presented its first Voluntary National Review on the national implementation of the Sustainable Development Goals at the High-level Political Forum of the UN in July 2018.

The report was prepared through an interministerial coordination mechanism set up in 2017, which greatly enhanced both policy coherence for sustainable development and the achievement of the sustainable development framework. Based on this mechanism, a platform was created which facilitated the involvement of non-governmental entities as well, including the Hungarian Central Statistical Office and other consultative stakeholders, e.g. CSOs, the academia and the business sector.

Our Voluntary National Review was elaborated on a multi-stakeholder approach and exploited the valuable contributions of the line ministries, as well as non-governmental organizations, e.g. the Ombudsman for Future Generations, the National Council for Sustainable Development, the Hungarian Central Statistical Office, the Business Council for Sustainable Development in Hungary, the Civil Roundtable for Sustainable Development and the Hungarian UN Youth Delegate.

### **35. Is 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

There is no national plan/strategy for SDG implementation

*Please explain.*

In March 2013, the Hungarian Parliament adopted the new National Framework Strategy on Sustainable Development (NFSSD) for 2012–2024. The Strategy also defines the tasks of the national Government and municipalities, putting the sustainability goals into a Hungarian context. According to the Strategy, the main task for the development of a sustainable society is the preservation and enhancement of national resources, which can be categorized as human, social, environmental, and economic. Every two years, a progress report is prepared on the implementation of the NFSSD. Two biennial reports were made in 2015 and in 2017 with the involvement of several participants.

The „Voluntary National Review of Hungary on the Sustainable Development Goals of the 2030 Agenda - Transformation towards sustainable and resilient societies 2018” details the implementation of SDG 5 (Achieve gender equality and empower all women and girls).

## Section Four: Data and statistics

### 36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

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

#### 1. **Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**

In 2018 the Hungarian Central Statistical Office started to prepare a new pilot survey. The action to be undertaken by the Hungarian Central Statistical Office aims at the improvement of statistical data collection on **gender-based violence**. This objective is especially important in

Hungary, because we do not have any former experience concerning this topic based on household surveys.

The present source of data are administrative registers managed by actors of the criminal justice system, namely the police, Ministry of Interior, Office of the Prosecutor General, National Office for the Judiciary and the Hungarian Prison Service Headquarters. These registers contain only data of registered crimes, perpetrators, convicted persons and prisoners, although earlier research, such as the EU Agency for Fundamental Rights' EU-wide survey on violence against women from 2014 has already reached the conclusion that by comparing the survey outcomes with the official figures, the high latency of these acts is obvious.

By completing the pilot survey project, the results should meet the following criteria:

- to contain the answers of at least 500 respondents, who reply other than 'Don't know' or 'Don't want to answer' at least 60% of the questionnaire (not counting the modules that are left out because of the negative screening results);
- to help measure a response rate for the whole sample and for every subsample created from it, and also identify the reasons behind non-responses;
- to serve as a basis for statistical analysis and the final report as well;
- to be used for counting the value of the following indicators:
- prevalence of persons aged 18 years and older who suffered from gender-based violence since the age of 15 (disaggregated by sex, type of relationship),
- prevalence of persons aged 18 years and older who suffered from gender-based violence in the past 12 months (disaggregated by sex, type of relationship),
- prevalence of persons aged 18 years and older who were victims of rape since the age of 15 (disaggregated by sex, type of relationship),
- prevalence of persons aged 18 years and older who were victims of rape in the past 12 months (disaggregated by sex, type of relationship)
- estimated latency of acts linked to gender-based violence (based on number of registered crimes and perpetrators, as seen in the 'ENYÜBS register' (Single Criminal Investigation and Prosecution Criminal Statistics) managed by the Ministry of Interior and the Office of the Prosecutor General).
- any other indicator specified by Eurostat.

The main objective to be reached by all methodological decisions is that all necessary indicators would be fulfilled by the end of the activities. Since the indicators refer to the population aged 18 years and older, our sampling have to provide a group of people, who are randomly selected and representing this subpopulation by all types of criteria (gender, age group, type of settlement: urban/rural).

During the personal interview, several modules of the questionnaire (to be identified later based on the structure of the final questionnaire) will be made possible to complete in a CASI mode, in order to provide a safe and anonymous environment for the respondent to answer the sensitive questions.

## 2. Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

Hungarian Central Statistical Office has an annual publication concerning this topic both in Hungarian and in English:

[http://www.ksh.hu/apps/shop.kiadvany?p\\_kiadvany\\_id=1041570&p\\_temakor\\_kod=KSH&p\\_lang=HU](http://www.ksh.hu/apps/shop.kiadvany?p_kiadvany_id=1041570&p_temakor_kod=KSH&p_lang=HU)

[http://www.ksh.hu/apps/shop.kiadvany?p\\_kiadvany\\_id=80440&p\\_temakor\\_kod=KSH&p\\_lang=EN](http://www.ksh.hu/apps/shop.kiadvany?p_kiadvany_id=80440&p_temakor_kod=KSH&p_lang=EN)

### 37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- 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. gender-based violence)
- 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 provide a brief explanation and examples of your plans (2 pages max.).*

#### **Conduct of new surveys to produce national baseline information on specialized topics (e.g. gender-based violence)**

In 2020 or 2021 Hungarian Central Statistical Office intends to carry out the main survey concerning gender-based violence based on the experiences of pilot survey.

#### **Produced knowledge products on gender statistics (e.g. annual publication)**

Hungarian Central Statistical Office intends to continue the annual publication on women.

**Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps**

Hungarian Central Statistical Office intends to study the available administrative and other sources concerning this topic.

**38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

**NO.**

**If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?**

*Please provide the indicators in an annex*

According to the list of 80 gender sensitive indicators,

[https://unstats.un.org/unsd/demographic-social/gender/documents/14Mar2018\\_Gender\\_relevant\\_SDG\\_indicators\\_MB-HSS.pdf](https://unstats.un.org/unsd/demographic-social/gender/documents/14Mar2018_Gender_relevant_SDG_indicators_MB-HSS.pdf)

**35 is available:**

1.1.1, 1.2.1, 1.3.1, 2.1.2, 3.1.1, 3.1.2, 3.4.1, 3.4.2, 3.5.2, 3.6.1, 3.7.2, 3.8.1, 3.8.2, 3.9.1, 3.9.2, 3.a.1, 3.b.1, 4.1.1, 4.5.1, 4.a.1, 5.2.1, 5.4.1, 5.5.1, 5.5.2, 6.2.1, 7.2.1, 8.5.1, 8.5.2, 8.6.1, 8.10.2, 9.5.2, 16.1.1, 16.2.2, 16.9.1, 17.18.1

data available at <https://unstats.un.org/sdgs/indicators/database/>

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

**YES.**

There are no specific priorities in the collection of gender-specific indicators, and all collected data are published and available.

**40. Which of the following disaggregations<sup>10</sup> is routinely provided by major surveys in your country?**

All disaggregation (below) is provided by major surveys in Hungary, except Disability, which is sensitive data.

- Geographic location
- Income
- sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts

<sup>9</sup> 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](#)).

<sup>10</sup> As specified in A/RES/70/1, with the addition of education and marital status.