



KEY AREAS FOR POLICY ACTIONS TO REDUCE THE GENDER EMPLOYMENT GAP IN HUNGARY

Final conference of the project: “Reducing the gender employment
Gap in the Hungarian Labour market”

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How did the project operate and what were its outputs?

- Inception report (November 2020)
- Stakeholder consultation report – survey, interviews and focus groups (April 2021)
- Policy Workshop (July 2021)
- International practice report (November 2021)
- Conference and draft final report (June 2022)
- Using conference feedback, prepare final report, before end of September 2022

<https://www.oecd.org/gender/reducing-gender-employment-gap-hungary.htm>

Project Advisory Group: representatives of the European Commission - DG REFORM, officials of the Prime Minister's Office – Strategic State Secretariat for Families, the Ministry of Technology and Industry – Department of Labour Market Regulation, a representative from the Maria Kopp Institute, and OECD staff.



A coherent system of supports

A **continuum of supports** to help parents reconcile work and family commitments when children are very young, including tools such as:

- **Parental leave**
- Early Childhood Education and Care systems (**ECEC**)
- **Flexible working** options, including Teleworking and Part-time work

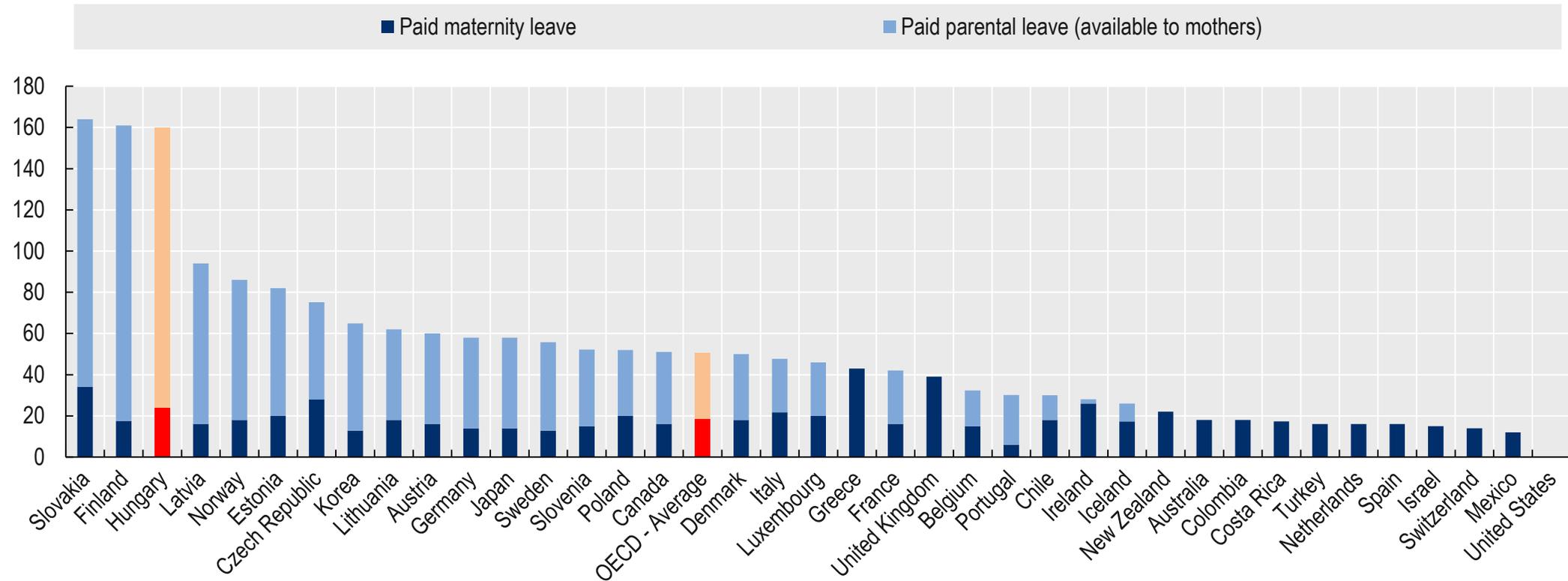


LEAVE AROUND CHILDBIRTH



Hungary has one of the lengthiest family leave entitlements available to mothers in the OECD

Weeks of paid leave available to mothers, by type, 2020



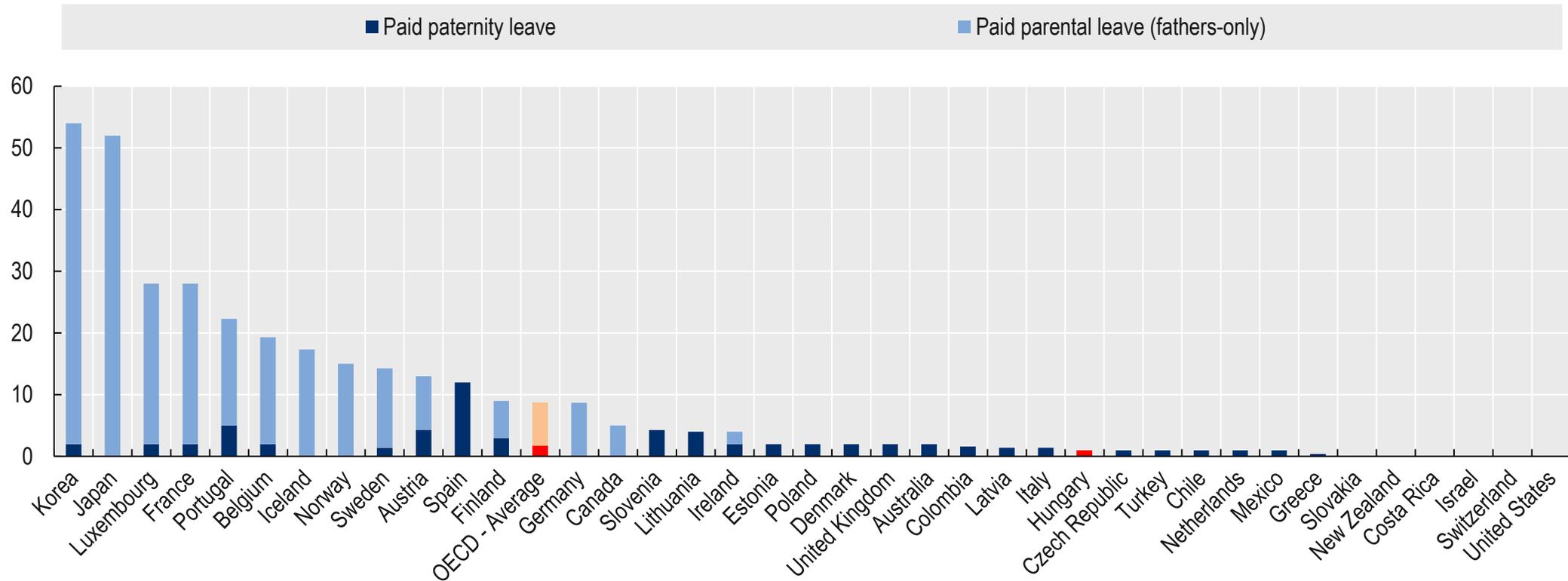
Notes: Data reflect entitlements at the national or federal level only, and do not reflect regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States). Information refers to paid parental leave and subsequent periods of paid home care leave to care for young children (sometimes under a different name, for example, “childcare leave” or “child raising leave”, or the Complément de Libre Choix d’Activité in France).

Source: OECD Secretariat calculations based on OECD Family Database, <http://www.oecd.org/els/family/database.htm>



The paid family leave entitlements to Hungarian fathers are low

Weeks of paid leave available to fathers, by type, 2020



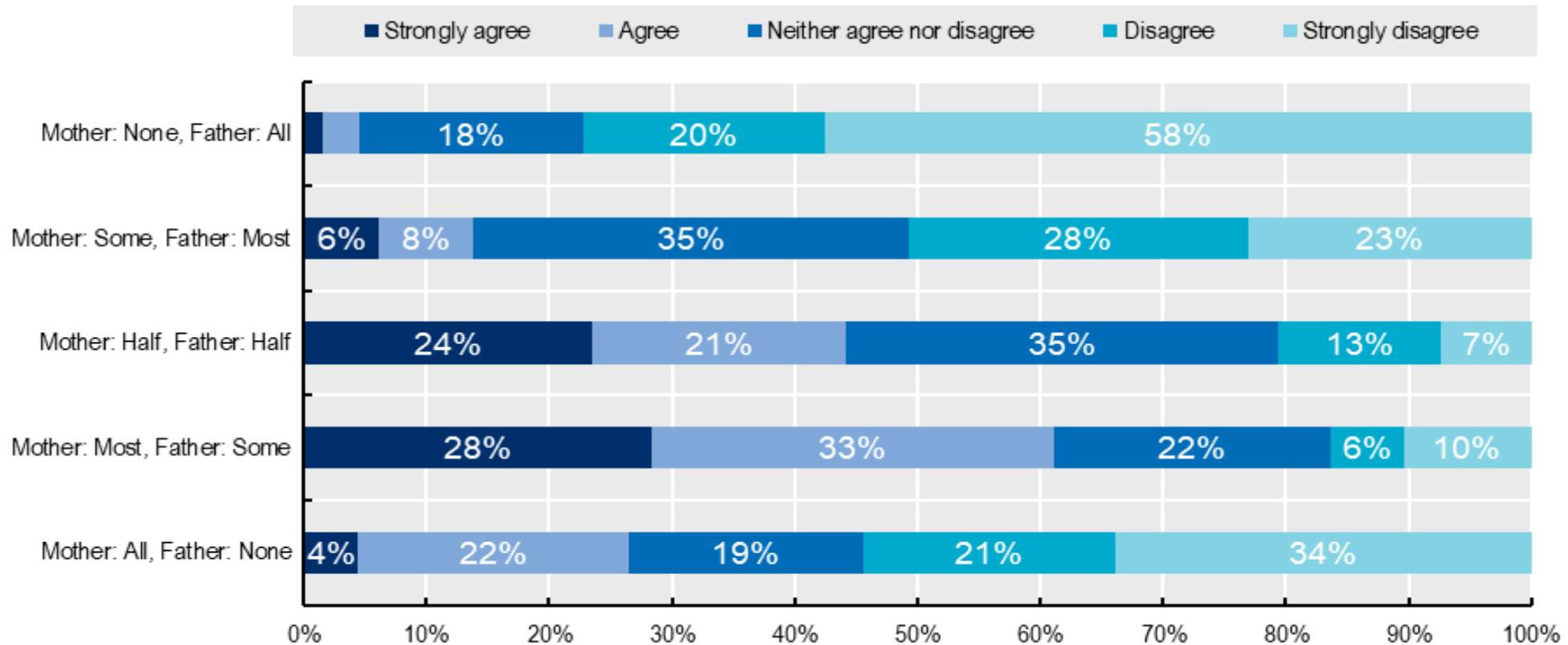
Notes: Data reflect entitlements at the national or federal level only, and do not reflect regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries (e.g. Québec in Canada, or California in the United States). Information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.

Source: OECD Secretariat calculations based on OECD Family Database, <http://www.oecd.org/els/family/database.htm>



Sharing of parental leave and care commitments

Stakeholder survey respondents favour parental leave sharing, while preferring mothers to take most





Key lessons on leave around childbirth

- **No agreement on the optimal duration** of parental leave.
- **Parents' leave uptake can depend on the length of paid leave and the generosity of its financial compensation.** Parents tend to return to work sooner in countries where the duration of paid leave is shorter.
- **Leave uptake depends on parents' characteristics**, incl. income levels and employment status. E.g., self-employed often cannot access same leave benefits available to regular employees, and go back to work sooner.
- **More sharing of paid parental leave entitlements among fathers and mothers would be in line with the EU Work-life Balance Directive** - incentives to shared leave through bonus periods have proved successful in supporting fathers' involvement in childcare and their leave uptake.

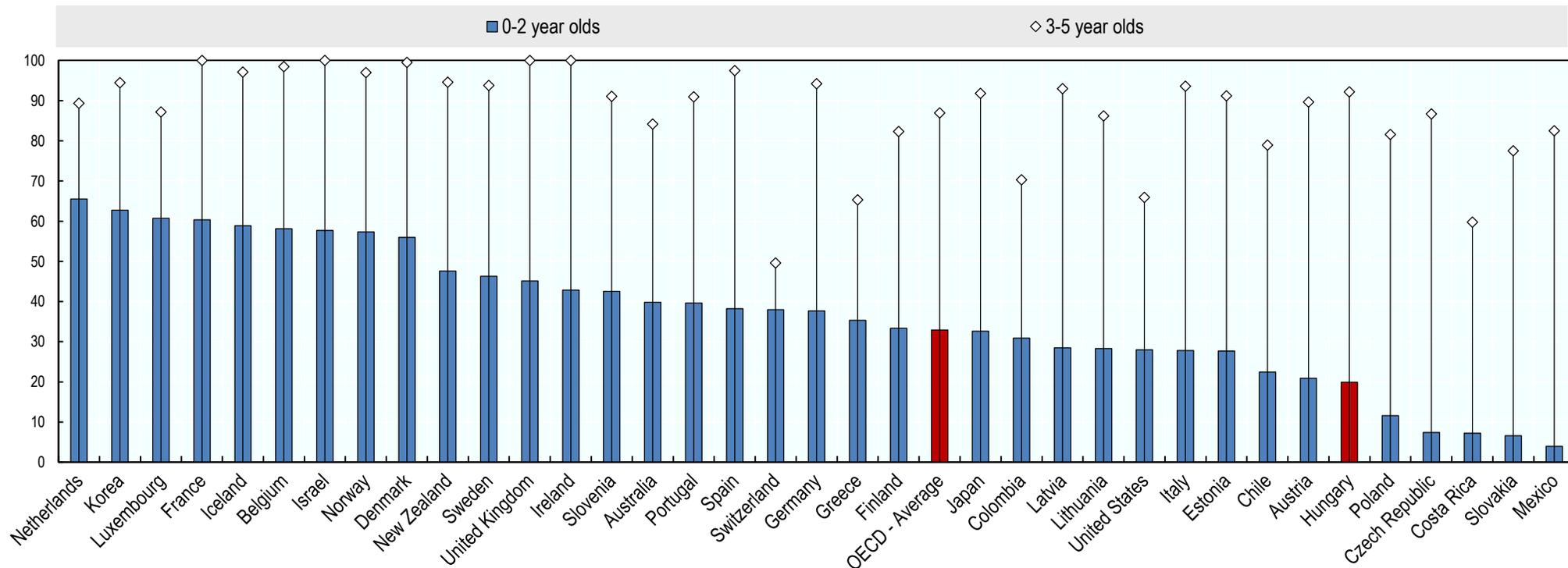


EARLY CHILDHOOD EDUCATION AND CARE SYSTEMS (ECEC)



In Hungary, participation in ECEC is low for children under age 3 - but high for 3- to 5-year-olds

Percent of 0- to 2-year-olds enrolled in ECEC services^a and % of 3- to 5-year-olds enrolled in ECEC or primary education^b



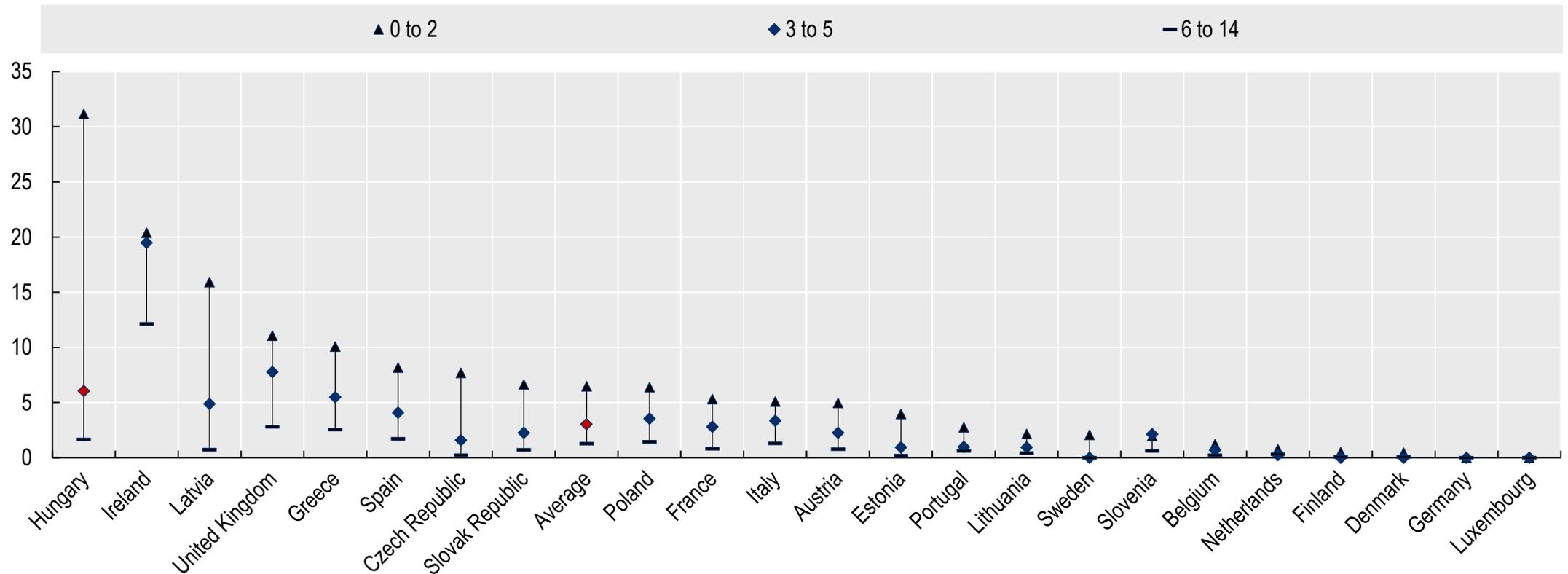
Notes: a. 2019 or latest available, b. 2018 or latest available. The OECD average excludes Canada. Data for New Zealand, Poland, and Mexico refer to 2017.

Source: OECD Family Database, <http://www.oecd.org/els/family/database.htm>



1/3 of mothers with a very young child report not to be in paid work due to a lack of access to suitable ECEC

% of women (25- to 54-year-olds) with at least one child (0 to 14) who are not employed and economically inactive because suitable care services for children are not available or affordable, by age of youngest child, 2020



Source: OECD estimates based on the EU Labour Force Survey, <https://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey>



Hungary has implemented reforms aimed at increasing the supply of places for children under age 3

- **Financial support** from the Hungarian central government is **substantial**.
- Hungary has introduced **reforms aimed at increasing the supply** of places for children under age 3:
 - 2016. Several **new forms of care service** (e.g. mini-nurseries, workplace day care centres)
 - 2017. New **requirements for local authorities** to maintain some form of care service if at least 40 children under 3 live in the area and/or if at least 5 families request access
 - 2018. Substantial **development funds** to local authorities for creation of day care places.
- Reforms have contributed to **increase the childcare offer** - around 48,000 places in 2021, some way from Hungary's own target of 70,000 additional places for children under age 3 by 2022.
- Important **regional variation** in the availability of childcare in Hungary.



Employer-provided childcare is one of the childcare delivery modes in Hungary, but it is not common

- **Workplace nurseries primarily target the children of employees:**
 - Available for **children** between 20 weeks and 3 years of age.
 - One **carer** assigned to groups of 7/8 children.
 - A workplace nursery may operate primarily in the **building** where the work is performed, in a property owned by the employer, or rented for this purpose.
 - About 20 outsourced employer-provided centres and workplace nurseries for just over a **100 places**.
- **2017: major changes in regulation of employer-provided childcare:**
 - Eased **requirements** for employers wishing to offer childcare services (e.g. outsourcing).
 - Strong focus on **training**.
 - Strong increase of **financial support**.



Key lessons on ECEC

- **Integrating the offer of childcare supports and services can increase their relevance:**
 - Countries with advanced childcare systems tend to offer a '**continuum of supports**'.
 - **Cooperation** between actors (territorial and partnership approaches) is key.
- **Flexible, adapted solutions and alternative provision modes can enhance ECEC use:**
 - Strengthen **flexibility** of provision can support parents' labour market participation.
 - Responding to ECEC needs implies considering the **diversity** of the population, including vulnerable groups.
 - **Employer-provided childcare** has potential to respond to the existing demand/ needs, but sustainability, affordability and limited awareness are key challenges.
- **COVID-19 reinforced the understanding that childcare services are crucial for parents', and specifically mothers', labour force participation:**
 - Although fathers are increasingly spending time at home with their children, COVID-19 and the related lockdowns showed that **mothers** are disproportionately responsible for childcare.
 - **Affordability** of childcare remains a key issue and requires policy attention.

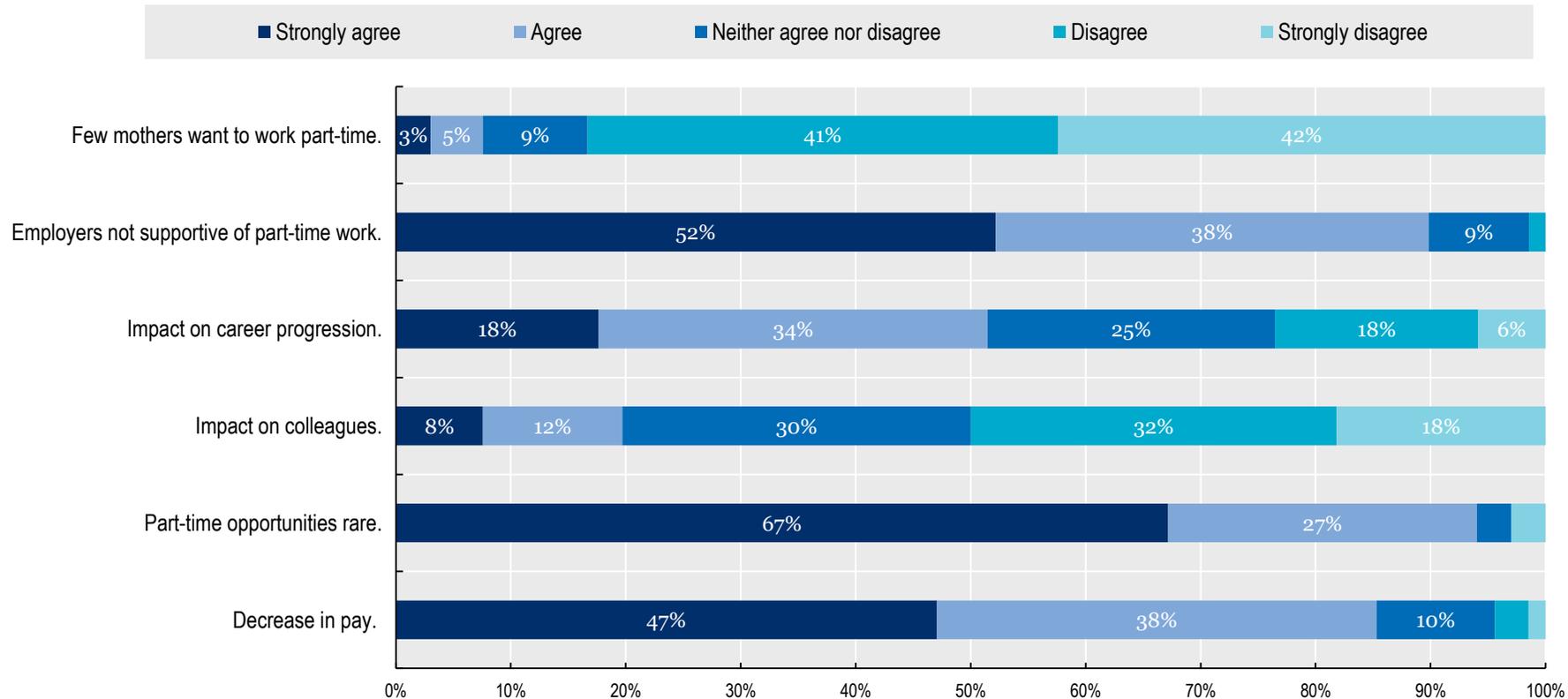


FLEXIBLE WORKING OPTIONS, INCLUDING TELEWORKING AND PART-TIME WORK



Limited flexible working opportunities may contribute to low levels of paid work among mothers of young children

- Part-time work could support the labour market participation of mothers of young children if **other conditions** were also in place – e.g. the availability of a flexible, part-time ECEC offer
- Stakeholder survey respondents stress that opportunities and support for part-time work are **rare** and it does not pay enough in Hungary





The regulation of telework strongly varies in the OECD

Teleworking regulations in OECD countries can be classified according to whether they have an **encompassing legal framework** and/or an **enforceable right to request** telework or not

	Enforceable right to request		Unenforceable or no right to request	
Encompassing legal framework	Negotiated right Austria Sweden	Statutory right Spain Australia Italy (occasional telework) Lithuania Netherlands Portugal United Kingdom	Belgium Chile Estonia Finland France Germany Greece Italy (regular telework)	Japan Latvia Poland Slovenia Turkey United States
No encompassing legal framework	Negotiated right Denmark Norway	Statutory right New Zealand Canada	Czech Republic Hungary Israel Korea	Mexico Slovak Republic Switzerland

Note: Information as of 2020.

Source: OECD (2021, OECD Employment Outlook 2021)



In Hungary, telework is defined as an atypical employment relationship, but legislative changes are expected

- The Hungarian Labour Code defines telework as an **atypical employment relationship**.
- During the pandemic, **provisional regulatory adjustments** allowed for employer unilateral decisions on teleworking, in order to protect the health of employees and ensure flexible arrangements for parents.
 - The use of telework increased substantially, and set the basis for further potential legislative developments.
- A **revision of teleworking regulation** is currently being considered in Hungary.



Key lessons on flexible work and teleworking

- **Teleworking has pros and cons for gender equality in the labour market and work-life balance:**
 - Fundamental during the **COVID-19 pandemic** and effective in enhancing work-life balance.
 - Yet, it bears **risks** - a higher childcare burden, a negative stigma.
- **Frameworks that support flexible working arrangements include telework as one of their pillars:**
 - Guaranteeing teleworkers and non-teleworkers with **equal economic and regulatory treatment** is essential.
 - Access to telework for 'teleworkable' jobs may need to be supported by **complementary investment** (technology, training...).
- **Teleworking regulations encompass several aspects, including rights to request:**
 - **Employee's right to request telework** increasingly seen as a right that the employer can refuse only with compelling reasons.
 - Consensus that teleworking should be **based on mutual agreement between the employee and the employer**. Possibility to provide **specific groups** with a unilateral right to enforce teleworking, if feasible in the business context.
 - Employer and employee shall **agree on teleworking arrangements in written form** in the employment contract, including also part-time teleworking arrangements, duration of the arrangement and grounds for interruption.
 - As long as the workplace complies with occupational safety regulations, employees shall be able to **freely choose their place** of work. It is the employer's responsibility to inform the employee in writing about such regulations.
- **Important policy reflections on need to comply with occupational health and safety standards and on who remains responsible in the case of occupational accidents.**



Further information



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Dare to Share: Germany's Experience Promoting Equal Partnership in Families



Good Practice for Good Jobs in Early Childhood Education and Care



Bringing Household Services Out of the Shadows
FORMALISING NON-CARE WORK IN AND AROUND THE HOUSE



The Pursuit of Gender Equality
AN OPHILL BATTLE



OECD
TACKLING CORONAVIRUS (COVID-19)
CONTRIBUTING TO A GLOBAL EFFORT

Women at the core of the fight against COVID-19 crisis

The COVID-19 pandemic is hampering health, social and economic well-being worldwide, with women at the centre. First and foremost, women are leading the health response: women make up almost 70% of the health care workforce, exposing them to a greater risk of infection. At the same time, women are also shouldering much of the burden of home, grocery, school and child care facility closures and longstanding gender inequalities in unpaid work. Women also face high risks of job and income loss, and face increased risks of violence, exploitation, abuse or harassment during times of crisis and quarantine.

Public responses must be immediate, and they must account for women's concerns. Governments should consider adopting emergency measures to help parents manage work and caring responsibilities, reinforcing and extending income support measures, expanding support for small businesses and the self-employed, and improving measures to help women victims of violence, discrimination, and improving measures to help women amidst gender gaps and account for women's unique needs, responsibilities and perspectives.

1. Introduction

The COVID-19 pandemic is creating a profound global shock worldwide, with different implications for men and women. Women are working on the frontline against COVID-19, and the impact of the crisis on women is stark. Women face compounding barriers that are not necessarily visible in health systems, together with the inequity of unpaid care work in households. Not only are women disproportionately affected by the crisis, but they also face increased risks of violence, exploitation, abuse or harassment during times of

Is the Last Mile the Longest? Economic Gains from Gender Equality in Nordic Countries

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2013 OECD Recommendation of the Council on Gender Equality in Education, Employment and Entrepreneurship

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2015 OECD Recommendation of the Council on Gender Equality in Public Life

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