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Quality in Gender⁺ Equality Policies

State of the art and mapping
of competences report:
Hungary



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ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; www.quing.eu). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

ABOUT THE PAPER

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy-related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections themselves have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centers specialized in gender equality policies on national level.

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I. Introduction

This State of the Art Report on Hungary spans the period from World Conference on Women in Beijing in 1995 until the present. The aim of the report is to explore the most relevant literature on gender equality policies in Hungary in general, and on the three gender equality-related policy issues chosen by QUING in particular. As well, the report introduces a wide range of scholars who have written on related topics during the time period. Given the limitations in scope, time, and capacity, this report is not meant to provide an exhaustive list of all relevant sources or authors working on them. The primary criteria for selection were: comprehensiveness, and the relevance of arguments. In case of multiple writings by the same author on one issue, the most recent, comprehensive, and innovative articles were chosen by the author of this report. Therefore, this bibliography is, to a certain extent, selective and subjective. As such, it does not give an unequivocal representation of most important contributions to the field in Hungary.

Though this collection focuses mainly on academic publications produced by Hungarian or non-Hungarian scholars either in Hungarian or in English, it also contains some reports or critical evaluations written by representatives of Hungarian NGOs. These materials were chosen because: they were considered to be of particular importance due to their analytical nature, because they highlight certain issues related to gender equality policy otherwise absent from academic papers, or because of their distinctively critical analytical approach to a topic. Comparative studies were found mainly in English.

The bibliography is compiled specifically according to the three issues on which the QUING Research Project focuses, adding to them a set of sources that addresses gender equality issues more generally. This report refers regularly to the literature review written within the framework of the State of the Art report for the MAGEEQ Project,¹ the Hungarian Gender Databank of the TÁRKI Social Research Institute in Budapest, and the database of MA theses written by the students of Central European University in Budapest. Beyond the systematic review of these sources, many other sources are referred to, as well.

General Gender+ Equality Policy

The first section focuses on sources that deal with gender equality policies in Hungary or in comparison to other European Union countries. The impacts of both state socialism and the pressure of the EU on mainstreaming policies are examined. Often, legal harmonization is often separately discussed from the implementation of gender mainstreaming policies or gender machinery since – according to most of the related articles – the former obligation was accomplished quite successfully in Hungary, while the latter are still expected to be realized or developed.

Beyond these general issues, the section contains overview reports on: the social status of members of the Lesbian, Gay, Bisexual, and Transgender (LGBT) community; Romani women in rural areas and academia in Hungary; and women's participation in decision-making processes that could positively affect the run of gender equality policies.

The three main issues of interest of this bibliography, even if categorized as they are below, inherently overlap; in turn, most of the sources presented here belong to more than one category. For the sake of simplicity, to help orient the reader, sources are listed according to their primary focus.

¹ The MAGEEQ project website is: <http://mageeq.net>.

Intersectionality is central to the QUING approach to exploring gender+ equality policies. This report aims to introduce as many sources dealing with a form of gender+ in/equality in Hungary as possible. However, it must be noted that an intersectional approach is scarcely present in the existing policy-orientated literature in Hungary.

Non-employment

Many of the sources categorized under non-employment concern women's *un*employment and family affairs, and particularly, the link between women's inactivity on the labor market and their (presumed) role in the family as the caretaker, especially in terms of childrearing. Women's responsibility in caring for the elderly is infrequently addressed, while caring for the disabled is totally absent. This reflects well the fact that family policies are often discussed within the framework of demography and bio-politics. At the same time, sociologists and economists sensitive to questions of gender usually examine labor market aspects as important, influential factors shaping women's opportunities to reconcile work and family life. Hence, the social security system is analyzed in Hungary, and in comparison with social security systems of other states. A small number of articles deal with the reform of the pension system, and its effects on women's employment, with a special interest in elderly women.

Even if more studies illustrate the relevance of the division of labor within the family, almost none of the academic papers focus primarily on the role of the fathers. Yet young, single mothers, whose number is increasing, are named by more articles as a social group which is most vulnerable to the risk of poverty.

Another group of papers under this issue explores the legacy of socialism, in terms of women's employment, its impact on women's poverty, and opportunities in the labor market after transition. Within these frames, some publications discuss the socio-economic status of the Roma population and of Romani women in particular, drawing links to Romani women's fertility.

Limited attention is paid to the special status of rural women, as well as to other categories of employees seen as multiply disadvantaged groups, such as migrant or disabled women.

Even so, from the three issues on which this report and QUING focus, in Hungary, sources related to non-employment are the most abundant. Meanwhile, it is important to note that while all of sources in this report deal with issues that are very much relevant to policy, few deal explicitly with state policies or provide policy analysis.

Intimate Citizenship

Most of the publications regarding the concept of intimate citizenship in Hungary concern the increasing heterogeneity of family forms in Hungary. Typically, studies approach these issues in the context of demographic or family policies.

Some articles discuss the concept of “the family” from a social psychological or legal perspective, in relation to adoption issues or to technological aspects and ethical questions of assisted insemination

Research on the regulation of same-sex partnerships is missing within Hungarian scholarship; however, NGOs have documented the situation of homosexuals and produced a comparative report on the social exclusion of members of the LGBT community. Within these sources, some

discussion centers on relevant legal aspects. References to the relationship between welfare policy and same-sex partnerships are completely absent.

Similarly, intimate citizenship is rarely tied to migration as such, and even less to migration policy.

Gender-based violence

Sources on domestic violence are the most numerous in this State of the Art report. Even so, it is important to note that not all aspects of the existing debates on the issue are captured here. The sources on domestic violence that have been included deal with gender equality and, in particular, with structural inequalities between men and women.

Questions of trafficking in women and prostitution are studied overwhelmingly by criminologists, or experts of law, but not by sociologists or scholars of public policy or political science. Very few analyses are available.

While NGOs have produced a few critical analyses on the coercive abortion of Romani women or on physical violence against homosexuals, but there are no reports on forced marriage, sexual harassment, rape, or other forms of gendered violence.

II. Annotated Bibliography

1. General Gender Equality+ Policy

1.1 Hungarian sources

- 1) Laczkó, Zsuzsanna et. al. 2006. *Az esélyegyenlőség ismertsége és érvényesülése Magyarországon* [The awareness and emergence of equal opportunities in Hungary]. Budapest: SEED Foundation.

This treatise is based on a research conducted by the SEED Foundation, along with the Hungarian Ministry for Youth, Equal Opportunities, and Family and Social Affairs, the Estonian and Polish authorities for equal opportunities and the Gender Mainstreaming EWIV Austrian civil organization. The project aimed at the development of gender equalities in Hungary and in other A10 countries, as well as equal opportunities in general. Its primary focus is on changing concepts of gender roles within the context of post-transition era employment and care-taking. It argues that patriarchal – even authoritative – family socialization, welfare benefits related to caretaking, and inflexible labor relations are counteractive to the promotion of gender-sensitive concepts of women’s role, both in the labor market and at home. The report deals with the operation of institutions and law enforcement regarding the advancement of equal opportunities, and makes critical assessments of the attitudes of decision-makers.

- 2) Szabó, Melinda. 2006. *Egy láthatatlan csoport a demokratikus közösségben – roma nőket érintő közpolitikai kérdések Magyarországon* [An invisible group in the democratic community – policy issues concerning Romani women in Hungary]. MA Thesis. Public Services. Budapest: Corvinus University of Budapest.

Keywords: Romani women’s identity, representation, access to health care, education, unemployment, and human rights, ethnic data and statistics

The aim of this study is twofold: first, it attempts to draw attention to the lack of data and researches on Romani women in all fields of life in Hungary; and second, it presents the few available analyses, articles, and policy and position papers concerning Romani women’s situation in Hungarian society. The study begins by problematizing the question of identity and the social meanings of being identified as a Romani woman. Then, the author deals with the representation of Romani women in public life, both in the media and in politics. The study highlights how negative stereotypes of Romani women are reinforced through representations. Next, the lack of data and statistics on ethnic minorities is discussed and evaluated as a serious problem hindering the successful implementation of mainstreaming policies that would support Roma and more specifically, Romani women. The study explores the socio-economic security of Romani women from the perspectives of education, unemployment, healthcare, and other social services, and goes on to present Romani women as one of the most vulnerable groups in Hungarian society, susceptible to human rights violations. From an international perspective, the experiences of Romani women NGOs are illustrated in relation to issues of child marriage, domestic violence, and trafficking of women. The study also discusses the institutional and legal background of Hungary, providing a framework for promoting equal treatment and equal opportunities. It concludes with a summary of more general

policy recommendations concerning the advancement of Romani women situation in the country.

3) Nagy, Beáta. 2005. *Nemek esélyegyenlősége egy önkormányzatnál. Egy nemzetközi összehasonlító kutatás magyarországi eredményei* [Equal opportunities of gender at a local government. Results of an international comparative research in Hungary]. Budapest: Budapest Szociális Forrásközpont.

Keywords: case study, local government, equal opportunities, women in public life

This study was produced within the frameworks of the LIBRA comparative research project funded by the European Commission in 2004 on gender equality in decision-making. Focusing on public service as one area in which gender inequalities are typically (re)produced and maintained, the author offers two cases of local governments: one in which women were numerically overrepresented in public office, and the other one in which they were underrepresented. In the latter municipality, despite the fact that women were underrepresented or began their careers late due to family duties, most office-holders did not find these issues to be problematic. They were aware of the gender imbalance, yet disapproved of positive discrimination measures to help women's employment prospects. In the former municipality, the workplace was gender-segregated, and women dominated traditionally "female" areas of work. Women's dominance in these areas was seen to be disadvantageous, because it was defined as reason for lower wages and limited career opportunities. While women continue to be more burdened with family duties, the study suggests that the reconciliation of work and family life is easier for women in public service than in the market sector. The author claims that beyond structural inequalities, women's attitudes proved to be a sort of obstacle against female leadership; paradoxically they also contributed to the reinforcement of gender stereotypes. The study also explains research methodology and theory.

4) Hungarian Women's Lobby. 2003. *A Magyar Női Érdekvédelem Szövetség bírálatai és javaslatai az egyenlő bánásmódról és az esélyegyenlőség előmozdításáról szóló törvényjavaslathoz* [Position of the Hungarian Women's Lobby on the project of law on equal treatment and the promotion of equal opportunities]. Manuscript.

Keywords: state institutions, equal opportunities, discrimination, multiply disadvantaged women, discriminatory legal procedures

In this work, the Hungarian Women's Lobby offers a critical review of a proposal for on Law on Equal Treatment and argues for several amendments. Women face discrimination in all areas of life – from citizenship, to labor, to intimacy – though this discrimination is often invisible to the public. Social, economic, and legal inequalities are reproduced not only by traditional institutions and social-economic customs, but also by discriminatory laws and practices of the judiciary. The document argues that the current legal system is not effective in combating multiple forms of discrimination women face. Existing solutions, scattered throughout the Hungarian legal system (such as anti-discrimination clauses in the Civil and Labor Codes), are not used, and the institutions that are responsible for enforcing existing rights do not deal with gender issues. The document also contains a separate section on intersectionality certain groups of women – Roma, the elderly, migrants, the disabled, members of the LGBT community, or single mothers – face specific human rights challenges that deriving from the multiplicity of their disadvantages. A special attention is given to how discriminatory laws and legal procedures reproduce discrimination. The document names the state as the major source

of inequality, because it upholds discriminatory laws, has regulations that affect women inadvertently, and fails to regulate properly.

5) Pető, Andrea. ed. 2003. *Napasszonyok és holdkisasszonyok A mai magyar konzervatív női politizálás alakitana* [Women of sun and girls of moon. Morphology of contemporary Hungarian women doing conservative politics]. Budapest: Balassi.

Keywords: conservative women, feminist movement, oral history, antifeminisms

This book aims to reveal, partially, characteristics of feminist movements in Hungary in the twentieth century, with a focus on activism borne out of conservative political values. A significant amount of attention is devoted to methodology: the study was based on in-depth interviews with women committed to conservatism, and draws from theories of narrative identity and oral history. The author categorizes several conservative discourses, according to ideas of feminism and women's politics. She discusses various types of feminisms, "new feminisms," and "antifeminisms," on the grounds of which the history of the conservative feminist movement from the early twentieth century to the present is explained. Aspects of narrative identities are highlighted and finds are related to on the women in political offices and the formulation of policies related to family and abortion.

6) Juhász, Géza, and Judit Wirth. 2002. *Árnyékjelentés a nőkkel szembeni megkülönböztetés minden formájának felszámolásáról szóló egyezmény magyarországi megvalósulásának áttekintéséről, egységes szerkezetben az ENSZ CEDAW Bizottságának 2002. augusztusi ülészakán beszámoló magyar kormányjelentés kritikai vizsgálatával* [Shadow report in the realization of the CEDAW in Hungary, incorporated with the critical evaluation of the report that the Hungarian government presented at the session of the UN CEDAW Committee, in August 2002]. Budapest: NANE (Women for Women against Violence) and Habeas Corpus Working Group.

Keywords: violence against women, equal opportunities, state institutions

Representatives of two Hungarian civil organizations – Habeas Corpus Working Group (HCM) and the Women for Women against Violence (NANE) – reflect in this report on arguments of the formal, IV-V. Combined Governmental CEDAW Report submitted to the CEDAW Committee of the UN in 2002. This shadow report primarily reviews Hungarian legal practice concerning anti-discrimination, violence against women and some connected issues, and reproductive rights. The authors also address issues of sexism in the media and education, and institutionalized and discriminatory processes against women in cases of domestic violence, and especially, in cases of sexual violence. The report criticizes the operation of the Hungarian Constitutional Court, arguing that in several cases, it failed to take into account the structural inequalities of men and women in society and made few decisions that would have advanced positive actions eliminating gender inequality. The report also assesses legislation and measures relating to equal opportunities, and in separate sections, deals with prostitution and trafficking in women, health care services, and artificial insemination.

7) Koncz, Katalin. 2002. Nők a parlamentben – a változás iránya [Women in Parliament – the Course of Changes]. *Statisztikai Szemle* 80(11-12): 959-983.

Keywords: political participation, gender rates, political parties, gender politics, quota

This article explores women's participation in Hungarian political life, and tries to give reasons why the rate of women in decision-making is so low. The author argues that women have been pushed to the background of the political life after transition, and this disadvantageous position improved only slightly with the fourth democratic elections in 2002. In contrast to trends international, Hungary has the second lowest proportion of female Members of Parliament (MPs) in the EU, following Greece. This data is noteworthy compared to other post-communist states in Central Europe. In 2002, as with previous elections, women gained seats from party lists. In individual constituencies few women were elected. Six parliamentary committees had not a single woman member. Compared to male MPs, women tend to be more highly educated, single, and have no children or only one child; the number of female MPs with three or more children is far less than that of male MPs. The author argues that the small number of women in the highest decision-making positions reflects women's disadvantageous position in society in general and in the family. Its direct causes are explained by the attitudes of political participants: few female candidates are proposed by political parties, which disregard gender imbalances in government; women do not readily accept nomination because of their socialization and family duties; and electors usually do not vote for female candidates. The author concludes that, to improve women's political participation, women's NGOs and other organizations could play a great role. However, without pressure from the EU for gender mainstreaming, civil society initiatives cannot be realized.

8) Sándor, Bea. 2001. *Összefoglaló a leszbikusok, melegek és biszexuálisok diszkriminációjáról* [Report on discrimination against lesbians, homosexuals, and bi-sexuals in Hungary]. Budapest: Háttér Baráti Társaság a Melegekért.

Keywords: EU legislation, LGBT, juridical procedures, NGOs

This report provides: a summary of European Union and Council of Europe initiatives against all forms of discrimination; and case studies on the experiences of Hungarian civil society organizations representing the rights of gays, lesbians, and bisexuals. Due to the small number of legal actions, case studies are based on interviews, articles, and the media. The examples point to the seriousness of problems of: violence against homosexuals; discrimination at workplaces, in juridical procedures and legal regulations (especially regarding same-sex civil partnerships), and among the police; and stereotypes of members of the LGBT community in the media in Hungary. A genealogy of pro-LGBT NGOs is presented, as well as their struggles against discrimination in all areas of life.

9) Mocsonaki, László, and Bea Sándor, eds. 2000. *Amsterdam után. Szexuális orientáció az Európai Unióban és Magyarországon* [After Amsterdam. Sexual orientation in the European Union and in Hungary]. Budapest: Háttér Baráti Társaság a Melegekért.

Keywords: gays, lesbians, Amsterdam Treaty, legal status, anti-discrimination

This study emphasizes the relevance of the Amsterdam Treaty of 1997 to gays and lesbians in the EU as it concerns discrimination based on sexual orientation (among other issues related to gender equality). The *International Lesbian, Gay, Bisexual, Transgender and Intersex Association in Europe (ILGA)* NGO also had a great impact on the enforcement of the anti-discriminatory clause. The book begins by summarizing of the role of ILGA, both in elaborating the importance of the Amsterdam Treaty and in initiating discussion

on its implementation. The second part of the book focuses on the legal and social status of gays and lesbians in Hungary, detailing political events of particular relevance to the LGBT community in the last ten years. The book also discusses the regulation of same-sex partnerships and the role of civil society.

- 10) Gyulavári, Tamás. 1999. A férfiak és nők közötti esélyegyenlőség a jogharmonizáció tükrében [Equal opportunities between men and women in the light of legal harmonization]. In: *Vegyesváltó – Pillanatképek nőkről, férfiakra* [Mixed Relay – Snapshots of women and men] eds. Katalin Lévai, Róbert Kiss, and Tamás Gyulavári. Budapest: Egyenlő Esélyek Alapítvány.

Keywords: legislative harmonization, gender equality general, anti-discrimination, equal opportunities

This study deals with legislative harmonization in Hungary with EU regulations, focusing on equal opportunities between men and women in two phases. In the first, Hungarian legislation is compared with that of the EU, or “*acquis* screening” in relevant fields – parental leave, childcare services, self-employment, equal opportunities in social services and employment, and so forth. In autumn of 1998, Hungarian law and EU law were comparable; however, some conceptual issue remained, namely with regard to gender discrimination. The author argues that even if nearly all Hungarian codes contained an “anti-discrimination clause” that prohibited discrimination based on sex and gender, this approach was fundamentally negative. This contrasts with the positive approach of the *acquis communautaire*, which stipulated that (merely) prohibiting discrimination against women is not enough and more proactive actions are needed. The second phase pertains to the implementation of the principle of equal opportunities in everyday life. The paper emphasizes that these processes are crucial for dealing with discrimination, and argues that further affirmative actions and the refinement of regulation and long-term governmental action plans are needed.

1.2 English sources

- 11) Dombos, Tamás, Anna Horváth, and Andrea Krizsán. 2007. Where did gender disappear? Anti-discrimination policy in the EU accession process in Hungary. In: *Multiple meanings of gender equality. A critical frame analysis of gender policies in Europe*. ed. Mieke Verloo. Budapest: CEU Press.

Keywords: anti-discrimination policy, EU accession, Hungary, de-gendering, equal opportunity

This study analyzes how European policy principles are relayed through domestic policy actors via “framing mechanisms.” It provides a qualitative policy frame analysis of debates around an issue that is crucial in the field of gender equality policies in Hungary: anti-discrimination. Through this analysis, the authors aim to: first, examine how gender issues are framed within debates about anti-discrimination policy; second, explore how Hungarian policy actors perceive the European Union and EU requirements in these debates; and finally, emphasize the importance of domestic repercussions of European discourses. The study argues that the non-change of gender equality policies in Hungary is related to how European discourses and frames resonated in the domestic political arena. The study was written within the framework of the MAGEEQ project, which examines divergences of policy frames around gender equality.

12) Solymár, Bence and Judit Takács. 2007. Wrong bodies and real selves: transsexual people in the Hungarian social and health care system. In: *Beyond the pink curtain: everyday life of LGBT people in Eastern Europe*. Ljubljana: Peace Institute.

Keywords: transsexual, health service, social insurance, Háttér Support Society for LGBT People, discrimination

This study presents the main findings of the first descriptive sociological study of the situation of transsexuals in Hungary. The research project was initiated by the Háttér Support Society for LGBT People in Hungary in 2003 and funded by the Ministry of Health, Social and Family Affairs. The main goal of the research was to explore the official and medical possibilities for gender transition in Hungary by analyzing how transsexual people, as well as medical experts and other professionals, perceive the functioning of “the system” (i.e. the system of gender transition and related services). Instead of relying on a purely medical definition of transsexualism, the research focuses on self-definitions provided by respondents, obtained via questionnaires and interviews. Research results suggest that transsexual people face several practical difficulties during gender transition about which they are critical. The authors first present a set of critical views expressed by transsexuals. Many respondents voiced criticisms of the lack of regulations, which hindered informed decision-making. Many respondents thought that professionals dealing with them had insufficient expertise and experience. They also referred to problems related to data protection that infringed upon the rights of individuals seeking to change gender. Second, the authors present a set of critical views regarding experiences interacting with health care professionals and officials. Many respondents were unhappy with the quality these interactions. The study argues that gender transition, or reassignment, could create the conditions for successful social integration. It might be understood as treatment to prevent problems later in life, like unemployment or isolation. The state could assist transsexual people by providing reliable information and services in a way that is more sensitive to their situation.

13) Weyembergh, Anne and Sânziana Cârstocea, eds. 2006. *The gays' and lesbians' rights in an enlarged European Union*. Brussels: Editions de l'Université de Bruxelles.

Keywords: gay and lesbian rights, same-sex couples, discrimination, sexual orientation, Belgium, France, Slovenia, Poland, Hungary, Romania, the Balkans

This volume focuses on less known and less studied aspects of these accomplishments. Its originality lies both in the multidisciplinary nature and the international approach of this project; researchers from different universities throughout Europe (Brussels, Leiden, Stockholm, Athens, Ljubljana, Budapest, Bucharest, Paris, and Krakow) and from different disciplines (law, political science, sociology and journalism) have contributed to this volume. Through case studies and theoretical reflection, the articles collected here aim at reinforcing the existing interest for the topic as well as offering an academic look at the subject, with a view to fostering scientific dialogue and contributing to the development of this field of research. The book is structured in three different parts, covering a broad spectrum of issues, among which: legal achievements on outlawing discrimination on sexual orientation within the European Union, the evolution of same-sex partnership and marriage, the accomplishments in the candidate countries. By providing a comprehensive overview of the aforementioned topics, this book can be appreciated by different categories of readers, from those interested in human rights to

those working in the specific field of non-discrimination or studying the evolution of norms.

- 14) Krizsán, Andrea and Violetta Zentai. 2006. Gender equality policy or gender mainstreaming: the case of Hungary on the road to an enlarged Europe. *Policy Studies* 27(2): 135-153.

Keywords: gender mainstreaming, policy analysis, legislative harmonization

This article aims to illustrate some issues surrounding the conceptualization and implementation of gender mainstreaming in the Hungarian case. It analyzes the Hungarian policy context in terms of presence of the gender mainstreaming approach and the political framing of some crucial aspects of gender equality. The authors argue that the country has no comprehensive gender equality strategy and no strong distinctive gender equality mechanism currently in place. Instead, the promotion of equal opportunity on all grounds has become a powerful policy approach in the last 3-4 years (to 2006), often neglecting the specific requirements of gender equality. The influence of the European Union accession process has had two stages, as far as gender equality policy is concerned in Hungary. The first stage pertains to the de jure harmonization of Hungarian legislation with relevant EU directives. The second stage, which began mid-2003, involved Hungary's entry into different EU-level policy processes. This stage signaled a shift from legislative harmonization to a more policy-focused approach. This stage seems to have brought a more direct import of EU policy concepts and tools, such as gender mainstreaming.

- 15) Takács, Judit. 2006. *Social exclusion of young lesbian, gay, bisexual and transgender (LGBT) people in Europe*. Brussels and Amsterdam: ILGA-Europe and IGLYO.

Keywords: LGBT, social exclusion, discrimination, EU member states, youth

This paper is based on the joint project of International Gay, Lesbian, Bisexual, Transgender and Queer Youth and Student Organization (IGLYO) and *International Lesbian, Gay, Bisexual, Transgender and Intersex Association-Europe (ILGA)* NGO to respond to the need to bring to attention the social exclusion of young LGBT people in Europe. The publication provides a comprehensive review of the mechanisms of social exclusion that affect young LGBT people and illustrates the everyday discrimination and marginalization experienced by members of the LGBT community in all EU Member States. Its aims are: to contribute to national and European policy-makers' understanding of the importance of formulating social inclusion policies that bear in mind the specific needs of LGBT people, especially in the context of the EU social inclusion process; and to raise awareness about the need to take into consideration how multiple forms of discrimination interact and put people at a particular disadvantage and risk of exclusion. To achieve these aims, the report examines the main mechanisms of social exclusion affecting young LGBT people in relation to education, health, employment, and active citizenship. The concluding sections offer a series of good practices and recommendations for EU institutions and Member States to promote social inclusion.

- 16) Danova, Savelina. 2006. RomWom Country Study: Hungary. In: *Economic aspects of the condition of Roma women*. eds. Jochen Zieba et al. 67-71. Berlin: Berliner Institute für Vergleichende Sozialforschung.

Keywords: Romani women, unemployment, health care, housing, policy analysis

This report, initiated and financed by the European Parliament, DG of Internal Policies, Policy Department Citizens' Rights and Constitutional Affairs, was prepared between August 2005 and February 2006 with the aim to provide an overview of the economic situation of Romani women in several of the Member States of the European Union, as well as in Turkey, Romania, and Bulgaria. The Hungarian country study explores the situation of Roma in general, and that of Romani women in the labor market related to their (low) level of education, and early child-bearing, specifically. It shows high rates of unemployment among Roma in comparison to non-Roma, and high rates of unemployment among Romani women compared to Romani men. The study highlights limited access of Romani women to health care and housing. It also provides information on program and policies that aim to improve the economic and social situation of Romani women, and policy recommendations. A main conclusion is that the available information on Romani women in all countries surveyed very limited and unreliable. This includes sociological and anthropological research. Hence, the report recommends improving of research and data-gathering with regard to Roma and especially Romani women.

17) Fábíán, Katalin. 2005. Issues of economic and social justice in post-communist Central and Eastern Europe. Paper presented at Gender and Feminism under Post-Communism Conference. Bloomington: Indiana University, March 3-April 2, 2005.

Keywords: transition, gender equality, regional characteristics

This position paper and the following conference represent one more step in the long process of understanding women's changing situation in post-communist European transition countries. To start off this paper, the main developmental changes that affected women's status in post-communist Europe will establish the context for making comparisons between various countries. The second part of the position paper argues that applying more gender-sensitive definitions and developing more specific alternative indices would help us in consistently measuring gender inequality in the course of the development of the region. These observations could then shed further light on the reasons and provide explanations for the change in gender equality in the region. The evaluation of the trend of change depends on one's value orientation, but certain aspects of decline in gender equality are undisputable. Opting not to notice this trend may make it impossible to reverse it.²

18) Krizsán, Andrea and Enikő Pap. 2005. *Equal opportunities for women and men. Monitoring law and practice in Hungary*. Budapest: Open Society Institute.³
http://public.soros.org/initiatives/women/articles_publications/publications/equal_20050502/eowmhungary.pdf (accessed March 16, 2009).

Keywords: gender equality, state institutions, legislation, gender policies, EU accession

² Taken from author's introduction, p. 3.

³ This report is part of a larger project of the Open Society Institute Network Women's Program, on Equal Opportunities for Women and Men: Monitoring Law and Practice in New Member States and Accession Countries of the European Union. For background and all country reports, visit: http://public.soros.org/initiatives/women/articles_publications/publications/equal_20050502 (accessed February 9, 2009).

This report was written in the framework of a follow-up project to the Program on Equal Opportunities for Women and Men in the European Accession Process, entitled "Bringing the EU Home" (2004-2006). The aim of this project was: to promote awareness, advocacy, and enforcement of equal opportunity legislation at the national level; and to build the capacity of national actors in civil society to use EU-level mechanisms effectively. Hence, this country report contains key recommendations related to legislation, institutional mechanisms, policies and programs, awareness-raising, and research initiatives, and outlines specific areas of concern. These specific areas refer to the issues of an independent gender equality machinery lacking in Hungary, and the problem of the scarcity of human and financial resources within the existing state machinery pertaining to equal opportunities in general. Beyond institutional problems, a major concern addressed in the report pertains to the absence of a coordinated gender equality policy that would give direction and evenness to progress in the field of gender equality in Hungary.⁴

19) EU Mapping and Advocacy Program (EUMAP). 2002. *Monitoring the EU accession process: equal opportunities for women and men*. Budapest: Open Society Institute.⁵

Keywords: equal opportunities, EU accession countries, legislative harmonization

This report suggests that with the exception of Directive 97/81/EC concerning the framework agreement on part-time work, *de jure*, Hungary has harmonized its national legislation with the relevant EU directives on equal opportunities and met most requirements. The modification of the Hungarian Labor Code is considered to be highly significant in terms of equal opportunities for women and men as it contains the integration of the principle of "equal pay for equal work or work of equal value," and further clarifies and details the rule of reversing the burden of proof in cases related to discrimination. The authors argue that these principles are central to the ideology and implementation of equal opportunities for women and men. Despite these positive trends, however, persistent and pervasive obstacles to the practical realization of the newly formulated standards include a lack of awareness-raising, positive measures, or affirmative action, and also the absence of institutions or other monitoring mechanisms to ensure the enforcement of the law. A further shortcoming is highlighted, concerning the tendency for laws on sex-based discrimination to be loosely formulated within the context of a broader definition of discrimination, such that sex is simply one factor among many. In the absence of a greater political commitment to increasing women's opportunities and supporting gender equality more broadly, the report assesses it as a risk of marginalizing women's rights and weakening the potential impact of EU accession on equal opportunities.

20) Tímár, Judit. 2005. Gender and spatial inequalities in Hungary in the transition era. In: *Hungarian spaces and places: patterns of transition*. eds. Györgyi Barta, Éva Fekete, and Irén Kukorelli. 307-322. Pécs: Centre for Regional Studies.

Keywords: transition, spatial development, inequalities, gender

⁴ The book is currently not available, however, this chapter of it is expected to be annotated in the future.

⁵ This report is part the aforementioned project of the Open Society Institute Network Women's Program, on Equal Opportunities for Women and Men: Monitoring Law and Practice in New Member States and Accession Countries of the European Union.

This article is part of a collection of works on understanding and overcoming problems associated with post-socialist “transition” in Hungary. Collectively, contributors present aspects of the spatial impact of transition and changing spaces, offering new dimensions to contemporary research from the fields of political science, sociology, and economics in Hungary and East Central Europe. Timar explores the correlation between gender and spatial relations in post-socialist transition, arguing that most research and data collection is and has been gender-blind. She begins by mapping the ways in which gender inequalities are reproduced in the ongoing process of democratization and emergence of a market economy, and shows how spatial development is divided along gender lines. She focuses on the national, regional, urban, and rural scales. Relying primarily on qualitative data, Timar then shows how patriarchy on a household scale influences adjustment to post-socialist transition.

21) Horváth, Anna. 2004. *Extending the policy frame of mainstreaming: the case of Roma*. MA Thesis. Budapest: Department of Political Science, Central European University.

Keywords: policy analysis, mainstreaming, Roma minority, problem construction, policy discourse

Making use of theory, this thesis explores whether it is possible and useful to develop a European policy framework concerning the Roma minority, based on the policy frame of mainstreaming. The analysis recognizes that policy discourses do not only determine policy tools, but also construct the “problem” in policy-making. It investigates policy discourses with the help of European and Hungarian policy documents: European documents are needed to show the possible roots of a Roma policy framework, while Hungarian documents are good examples of the development of government policies about the Roma. The author has two main arguments. First, both policy concepts in the European Union related to racial and ethnic minorities, and the existing policy approaches in Hungary can serve as bases for developing an EU-wide Roma mainstreaming framework. Second, a Roma mainstreaming policy frame would be able to transform present, institutionalized policy discourses that strengthen the social exclusion of the Roma. In addition, the development of a mainstreaming approach in connection with the Roma would support the potential dominant status of the mainstreaming policy frame itself.

22) Szalai, Júlia. 2003. Conflicting struggles for recognition: clashing interest of gender and ethnicity in contemporary Hungary. In: *Recognition Struggles and Social Movements. Contested Identities, Agency, Power*. ed. Barbara Hobson. 188-215. Cambridge: Cambridge University Press.

Keywords: Roma’s poverty, women in social occupations, conflicting interests, postsocialist democracy

This study illustrates specific features of recognition struggles in post-socialist Hungary. Two different struggles are analyzed. First, attention is paid to attempts by Hungarian women to gain recognition and respect in work: under the previous regime, women had been forced into unpaid, unrecognized, informal work within the household or immediate community. This example highlights the “trade-off” that has emerged between decreasing gender inequalities and increasing class inequalities in the process of marketization in contemporary Hungary. The second recognition struggle addressed regards mobilization among Roma, who have experienced discrimination and poverty during and after the

socialist period, though the causes and legitimizing ideologies surrounding these experiences have undergone substantial changes. The choice of these two types of struggles is explained by the specific socio-political space that has been developed after socialism. The author argues that the state's roles and responsibilities in matters of social protection have had negative effects on Roma, in terms of chronic poverty and deprivation, while women, in general, have gained new employment opportunities and opportunities to improve their economic and social positions. Hence, the author explores the recurrent conflicts between women's interest in the new social occupations and Roma minority politics, placed in the context of democratic politics.

23) Bíró, Ildikó and Erzsébet Mária Szabó, eds. 1999. *Institutional mechanisms for the advancement of women in Hungary*. Budakeszi: Karat Coalition. [http://www.cities-localgovernments.org/uclg/upload/docs/institutionalmechanismsforadvancementofwomeninhungary\(2000\).doc](http://www.cities-localgovernments.org/uclg/upload/docs/institutionalmechanismsforadvancementofwomeninhungary(2000).doc) (accessed February 9, 2009).

Keywords: state institutions, policy analysis, NGOs

The report summarizes the shifts of policy institutions concerning equal opportunities between men and women, and evaluates the implementation of aims defined in the framework of the Hungarian National Action Plan (NAP). The authors argue that, like in many other countries, de jure gender equality exists. However, not long after the Beijing Conference of 1995 and the launch of a NAP, only small results have been achieved to promote gender equality. Although the NAP explicitly states that the government has not taken any remarkable actions to abolish gender discrimination relating to employment, social and family care, or health care. The basic problem with the implementation of the Beijing Platform for Action – besides limited government commitment – is the lack of a precise determination of tasks and competences. The tasks and activities of the government and civil society are not clear, thus minimized the degree to which public bodies can be held responsible or accountable. The role of women's NGOs in Hungary remains very important to mainstream gender equality issues in the society.

1.2.1 Comparative studies

24) Ilonszki, Gabriella. 2006. Women in politics: the European Union and Hungary. In: *Changing roles. Report on the situation of women and men in Hungary 2005*. eds. Ildikó Nagy, Marietta Pongrácz, and István György Tóth, 56-68. Budapest: TÁRKI Social Research Institute.

Keywords: public life, political participation, women's representation, decision-making, gender mainstreaming

Key priorities of EU efforts are to ensure equal opportunities for women and promote the political and public participation of women. This paper examines the participation of women at various levels of politics in EU countries. In particular, the participation of women in the European Parliament, in national parliaments and governments, and in local (regional) administrations is explored. A combined view of participation at the level of EU institutions and at various local political levels illustrates both the potential impact of the EU and the prevalent conditions in the individual countries and country groups. According to the comparative data presented in this study it is proved that Hungary lags behind not only in terms of women's equality and other women's rights issues, but also regarding women's participation in public life, similarly to the other new member states.

The author argues that there are three influences or conditions that could form the basis of a program for progression in terms of equal opportunities. Firstly, Ilonszki underscores the influence of the EU with its requirements and pressures. Secondly, it should be taken as a warning that countries deemed “less developed” than Hungary, in terms of social and economic structures, are much more advanced in these processes. Thirdly, the idea that politics has its relative independence appears to be justified in many respects. Equal opportunity program for women are possible and should be carried out in the future.

25) Kollonay, Csilla. 2006. Easy to accede, hard to succeed – the ambivalent case of academic career for women in the post-socialist Hungary. In: *Women in academia and equality law. Aiming high - falling short?* eds. Roger Blanpain, and Ann Numhauser-Henning, 83-113. The Hague: Kluwer Law International.

Keywords: gender inequalities, academia, gender stereotypes, socialist heritage

This paper offers an overall view of women in higher education and the difficulties they face in their academic careers, contextualized in terms of changes in higher education in the past fifteen years. The author argues that the low number of women in positions of prestige or authority is a symptom, than the disease itself. Thus, improving figures cannot be the only – or perhaps not even the primary – target at which efforts should be concentrated. The guarantee of gender equality in academia depends on changes in gender stereotypes in the family and society on the one hand, and on the preservation of the historic status and prestige of academic work and workplaces, on the other. The first part of this text summarizes legacies of the socialist state in terms of the “emancipation of women,” presenting “hidden” controversies that existed below the surface of the rhetoric and quantifiable indicators of emancipation. These legacies fueled the characteristic indifference and lack of interest among policy-makers regarding gender inequality in academia. The second part of the paper provides a short overview of the changes in the wake of the 1989-1990 “soft” revolutions, with special attention paid to the current status of women in academia: a mixture of high numbers of women in the field and worrying developments, particularly concerning policy-makers on-going indifference. The third part offers an inventory of obstacles facing women in their careers during the fluctuating post-socialist situation. Finally, the author draws conclusions from her survey and outlines a few possibilities for progress.

26) Petrea, Gabriella. 2005. *EU social policy in the enlarged European Union: the case of equal opportunities policy implementation*. MA Thesis. Budapest: Department of Public Policy, Central European University.

Keywords: social policy, EU enlargement, equal opportunities, implementation

This thesis explores the role of social policy in the enlarged European Union. The author argues that, in the light of the recent enlargement process, the patterns of implementation of the EU social policies followed by the new member states are different in comparison with the one followed by the old members states in the past. Until the recent enlargement, the main problem in implementation has been the transposition of EU directives in national legislation, while now the problem regards effective implementation. The thesis begins with a historical analysis of the roots of European social policy and an overview of the main actors in the policy-making process. Next, the implementation of directives concerning equal opportunities (equal pay for equal work, equal treatment at

the workplace) in small- and medium-enterprises in Hungary are analyzed. The author concludes by identifying the factors, which hinder and/or favor the implementation process, and points out the lessons that can be learned from new candidate countries, focusing primarily on Romania.⁶

27) Takács, Teodóra. 2005. *Equal opportunities and policy-making in the context of the EU integration: a comparative analysis of Hungary and Romania*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: gender equality policies general, accession, weak civil society, Romania, Hungary

This thesis aims to explore the impact of the process of European integration has had on the institutionalization of equal opportunities policies in the Central and Eastern Europe (CEE) accession countries. At the thesis explores the extent to which the existence of an asymmetrical relationship between the EU and candidate countries leads to a mere transposition of the EU discourse on gender equality at the national level. The author argues that the fact that the accession negotiations and the process of adopting the EU *acquis communautaire* are exclusive matters of state institutions and supranational organizations -- civil society does not play an active part in the process of policy-making -- could lead to a formal adoption of external norms, which would not materialize in concrete actions. Through a comparative analysis of Hungary and Romania, the research highlights similar patterns in the process of accession negotiations, and possible shifts and changes that may occur after the moment of integration in the case of Hungary. Finally, the author explores the extent to which poor communication between state actors and civil society could constitute a cause for the “formality” that characterizes the development of equal opportunities in the two countries.

28) Fodor, Éva. 2004. The state socialist emancipation project: gender inequality in Hungary and Austria. *Signs: Journal of Women in Culture and Society*. 29(3): 783-815.

Keywords: state socialism, feminism, women’s exclusion, economic cultures

This article is an attempt to specify not only the degree but also the processes of patriarchal domination in the comparative contexts of state socialist Hungary and capitalist Austria. The author argues that women’s exclusion from authority was carried out in ways specific to the social, economic, and political institutions of each type of society, and that even after the spectacular collapse of state socialism in Eastern Europe, the communist emancipation project should be of considerable importance to sociologists for several reasons. First, throughout their forty-odd years of rule, Eastern European state socialist policy-makers experimented with many of the social intervention projects that have become increasingly widespread in Western capitalist countries in the 1990s. The state socialist experience provides meaningful indications of the potentials, feasibility, and possible pitfalls of achieving gender equality through such measures. Second, the character of capitalism in Europe after 1990 cannot be fully understood without an assessment of the legacies of state socialism. The redefinition of gender relations was a significant component of this legacy and provided the framework within which social, political, and even economic restructuring could be carried out. Finally, feminist researchers cannot ignore the theoretical potentials offered by a comparison of

⁶ Based on the abstract of the MA Thesis.

state socialist and capitalist gender relations – in essence, an assessment of the flexibility of patriarchal domination and the variability in its meaning, expression, and depth in different social formations.⁷

29) Sloat, Amanda. 2004. *Legislating for equality: the implementation of the EU equality acquis in Central and Eastern Europe*. New York: New York University of Law.

Keywords: equal opportunities, legislation, accession, CEE countries

This book, which draws from data collected during an EU-funded research project, considers the extent to which the equality *acquis* has been transposed, implemented, and enforced in ten Central and Eastern European countries. The first section of the paper discusses the pre-89 equality infrastructure (laws and institutions) in CEE, providing a comparative reference for the subsequent consideration of changes introduced by the EU *acquis*. Secondly, it analyses the implementation of the ten directives that comprise the EU equality *acquis*. Legal mechanisms used to implement the legislation are discussed, and the pre-89 laws with EU regulations are compared to see if existing provisions have been strengthened or weakened. Moreover, the remaining problems of harmonization are highlighted. Thirdly, the paper also evaluates awareness of the equality directives, particularly through government action to promote familiarity among women, employers and judges. It analyses the enforcement of the directives, including the work of labor inspectorates and ombudspersons as well as limited case law. Fourthly, it examines the relations between CEE governments and both NGOs and trade unions in terms of concerted action to promote awareness and enforcement of the equality legislation. In conclusion, the author considers the extent to which the EU equality *acquis* has changed attitudes (of bureaucrats, the public, NGOs and trade unions) toward equality in the workplace and has altered actual working practices. She argues that legislative harmonization has legitimized women's claim to genuine equality but has made only a marginal change in practice as women remain numerically weaker than men and hold less favorable positions in most areas.⁸

2. Non-employment

2.1 Hungarian sources

1) Frey, Mária. 2002. A gyermekgondozási támogatásokat igénybe vevő és a családi okból inaktív személyek foglalkoztatásának lehetőségei és akadályai [Possibilities and obstacles of employing those taking children allowances and inactive persons due to family issues]. *Demográfia* 45(4): 406-439. <http://www.tarki.hu/adatbank-h/kutjel/pdf/00402.pdf> (accessed February 9, 2009).

Keywords: caretaking, employment, part-time jobs, social and family policies

This paper summarizes the results of research that explored home-based women-caregivers' will and opportunities to work outside the home, and surveyed the factors obstructing their employment. The author argues that women's entry into paid labor

⁷ Taken from authors' abstract.

⁸ Taken from publishers' summary. See: <http://www.jeanmonnetprogram.org/papers/04/040801.html> (accessed February 90, 2009).

could be eased not only by providing better information regarding opportunities to work (besides taking care of children or the elderly), but also by offering more part-time work or flexibility in working hours. In Hungary, the number of part-time jobs is extremely low, in part because of the relatively high costs of this types of employment. Hence, women are often forced to work informally. At the same time, the lack of social services or social service provision infrastructure, especially in smaller towns, hinders caretakers' demand to work outside the home. The author argues for the propagation of family-friendly workplaces, and the propagation and legislative regulations for paternity leave. The article includes detailed recommendations on social and family policies.

2) Nagy, Ildikó, and Endre Sík. 2002. Rugalmas munka, rugalmas család? [Flexible work, flexible family?]. In: *Társadalmi Rióport 2002*. eds. Tamás Kolosi, István György Tóth, and György Vukovich, 256-270. Budapest: TÁRKI Social Research Institute. <http://www.tarki.hu/adatbank-h/kutjel/pdf/a599.pdf>.

Keywords: household work, division of labor

The study is based on data collected during a comparative research project on Household, Work and Flexibility, which was conducted in eight countries funded by the EU, from April 2000 till 2003. Firstly, it explores that to what extent new, more flexible forms of work have emerged in the Hungarian labor market, and that who are the ones more typically concerned by these flexible forms a working. In the second part, authors present, after the self-assessment of families, the spread of the concept on "the head of family," how it is understood, and according to what criteria. Thirdly, they study the connection between "the head of family" conception with the division of labor between the genders in a family, and try to answer the question if the conceptions on "the head of family" can be a reliable indicator for the traditional division of gender roles. They argue that the institution of this conception refers only per se on the classical division between the genders. Otherwise, the existence of a head of family does not necessitate more traditional gender roles.

3) Durst, Judit. 2001. "Nemek ez az élet, a gyerekek." Gyermekvállalási szokások változása egy kistalusi cigány közösségben [""For me, this is life, the children." Habits of child-bearing in a Roma community of a small village]. *Századvég* 22: 71-89.

Keywords: Roma women, child-bearing, poverty, segregation

In this research among Roma women living in a small village in deep poverty, the author explores reasons for early child-bearing. Opposing the prevalent perception that child-bearing at a young age is feature of Roma culture and related to the early age at which young women presumably reach sexual maturity, the research the impact of societal marginalization, the availability of resources related to adulthood, and the relationship between childbirth and financial independence. The Roma women presented in the study live in segregation in terms of their housing and education, and feel that they do not have chance to join the formal economy. They bear children early, because they see this as their sole opportunity to become a respectful member of the local adult community.

4) Galasi, Péter, and Gyula Nagy. 2001. A fizetett és nem fizetett munka értéke [The value of paid and unpaid work]. *Munkaiügyi Szemle* 3: 23-28.

Keywords: paid and unpaid work, gender inequalities, age differences

This study explores both the time spent on and values attributed to the paid and unpaid work that men and women perform. It estimates values using a microeconomic model and the theory of opportunity costs. The authors show that, in general, more men do paid work and usually over a longer period than women, while women do much more unpaid work; men also earn more than women for the paid work they perform. Beyond the gender dimension, educational level, age, and place of habitation influence the value of work. For example, a poorly educated woman of around 40 years of age living in a village is unlikely to perform paid work, due to her multiple disadvantages vis-à-vis the labor market. The authors conclude that the work of women is underestimated and underpaid. Hence, the career profiles of men and women reflect the classical division of labor between men and women in a household, as well.

5) Lakatos, Judit. 2001. Visszatérés a munkaerőpiacra a gyermekgondozási idő után [Going back to the labor market after child-rearing]. *Statisztikai szemle* 79(1): 56-64.

Keywords: childcare, women's employment, labor market

In the 1990s, about 10 percent of Hungarian women did not participate in the labor market but utilized childcare assistance. Three surveys by the Hungarian Central Statistical Office show that the reemployment of women who left work to care for children is increasingly difficult; hence, more young women are economically dependent on other financial sources once the period they can receive childcare assistance has ceased. In 1999, only 58 percent of mothers who used childcare assistance thought that they would be employed again; among them, only 48 percent sought reemployment. According to the surveys, the need for employment has a strict positive correlation with the number of children. Most surveyed women, and particularly poor or less educated women, feel that having a child (or children) is a disadvantage in the labor market. Even so, ideas about having a family and bearing a child are not influenced by women's professional careers (or lack thereof).

6) Pongrácz, Marietta. 2001. A család és a munka szerepe a nők életében [The role of the family and the work in women's lives]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the status of women and men]. eds Ildikó Nagy, Marietta Pongrácz, and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: transition, attitudes towards mother's work, child-bearing

According to this paper, which focuses on women, work, and child-bearing, women find work to be of importance primarily because of financial reasons. Career and individual ambitions are less important. In the 1960s and 1970s, traditional conceptions of the role of men and women were commonplace in Hungarian society. This changed somewhat in late 1980s, and the rate of women seeking income and performing part-time work rose. By the 1990s, the transformed labor market strengthened traditional conceptions on men's and women's roles in the family again. At the same time, the two-earner family model became even more expanded. The author argues that the situation for women-caretakers has become more difficult; to be successful, family policies must deal with women's financial concerns.

7) Spéder, Zsolt. 2001. Gyermekvállalás megváltozott munkaerőpiaci körülmények között [Child-bearing under the changed circumstances of labor market]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the status of women and men]. eds. Ildikó Nagy, Marietta Pongrácz, and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: fertility, labor market, child-bearing, transition

This paper explores the interests of women and men regarding child-bearing from two different approaches after transition. First, the author uses an economic approach to explain the reasoning behind child-bearing within families. He argues that the decision to have children depends on dynamics in the labor market, the activities of men and women and differences in their statuses, the amount of childcare assistance, and the economic situation of a family. Second, through a sociological approach, the author explains other factors that shape decision-making, namely social conceptions of men's and women's roles, the division of labor within a family, and women's employment. Next, the author presents child-bearing trends in the radically-changed labor market after 1990, and highlights the relevance of men's employment to child-bearing. The author concludes that the decreasing rates of child-bearing relate to the economic situation, with many couples deciding to have less children or to have them later.

8) Scharle, Ágota. 2000. Önfoglalkoztatás, munkanélküliség és családi kisvállalkozások Magyarországon [Self-employment, unemployment and family-based small enterprises in Hungary]. *Közgazdasági szemle*. 47(3): 250-275.
<http://www.epa.oszk.hu/00000/00017/00058/pdf/scharle.pdf> (accessed 9 February 2009).

Keywords: self-employment, family enterprises, unemployment, gender differences

This study looks at the increasing rate of self-employment, and explains this trend in terms of extended opportunities in the service sector, on the one hand, and the growing number of the unemployed, many of whom are unable to reintegrate into the labor market, on the other. Empirical data are not sufficient to tell which of these two factors has had a greater impact in Hungary during the 1990s. The study analyzes the effects of unemployment risks, relying on data from the National Central Statistics Office, and explores to what extent family enterprises can help unpaid workers become self-employed. The results show that the fall of the workforce demand incited women to become self-employed, though not necessarily through family enterprises, while it has hardly affected self-employment rates among men.

9) Bukodi, Erzsébet, and Péter Róbert. 1999. A nők munkaerőpiaci részvétele és a gyermekvállalás [Female labor market participation and the child-bearing]. *Statisztikai szemle* 77(4): 201-225.

Keywords: child-bearing, labor market, social capital

This paper investigates the social determinants of women's (married or living in a partnership) decisions to interrupt their work for child-bearing. Using data from the Hungarian Social Mobility Survey Data of 1992, it focuses on the impacts of policy measures on employment, childcare, and family support in the post-socialist economic and political system. Studying more than 5,000 married couples, the authors take up an economic approach to the family to explore decision-making about child-bearing and

maternity leave: the importance of the economic status of spouses is compared to their cultural/educational homogeneity.. They find that educational homogeneity in the family matters more than the economic position of the spouses. Further, an undereducated woman is likely to leave the labor market if her husband's occupational status is also low. Even if women with a higher level of education and occupational status have smaller risk in leaving the labor market, they spend less time on maternity leave. In effect, caretaking women face multiple disadvantages on the labor market. Scholars also explain this phenomenon through the concept of human capital – or and the lack of it, in the case of undereducated families.

- 10) Frey, Mária. 1999. *Ottbontermelő munkából munkahely-teremtő otthon* [Job-making home from home-making job] *Demográfia* 42(1-2): 133-150.

Keywords: female non-employment, caretakers, household services, unemployment

In the 1990s, the rate of non-employed to employed people of working age doubled in Hungary, from 20 to 40 percent. Out of the 2.5 million non-employed, 477,000 were unemployed, and the rest “inactive” for different reasons. While the rate of unemployment stagnated after the mid-1990s, inactivity steadily grew. The author explores this process through disaggregated data by gender, and concludes that while the rate of non-employed to employed among men is 35 percent, the rate among women is 47 percent. Unemployment is somewhat higher among men, while the much higher rate of inactivity among women is striking. The higher rate of female caretakers and “other inactives” reflects familial/domestic duties. On the one hand, this paper demonstrates reasons for this process in the 1990s; on the other, it recommends a solution for easing women's burden in the family. The author's main argument is that “home-making” activities should be commoditized as a service, and households that potentially demand this service should be enabled to provide jobs for individuals. Frey elaborates the necessary economic and policy steps to put this idea into practice.

- 11) Janky, Béla. 1999. A cigány nők helyzete [The situation of Romani women]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the status of women and men]. eds. Marietta Pongrácz and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: Roma girls, education, fertility, employment

Drawing from two major surveys on Roma, this paper explores links between Roma girls' and boys' educational achievements, opportunities of further study and employment, and the fertility of Roma girls related to the non-Roma majority and across different Roma groups in Hungary. It reviews some social problems regarding these issues, focusing on the Roma with attention paid to other marginalized groups in Hungarian society. The author highlights the typically low educational attainment level of Roma children, and hopes for increasing opportunities for them to attend secondary schools – particularly in light of the decreasing number of non-Roma children since the mid-1990s. The author also refers to traditional roles of men and women in Roma communities: without sufficient education, Roma men realize that they cannot be a respected member of their community as breadwinners; Roma women, bearing children, rely on men to provide for their families. Hence, the pressure towards higher education concerns girls less than boys. Policies regarding education and employment should take into consideration the potentially adverse effects of women's early child-bearing.

12) S. Molnár, Edit. 1999. A gyermekvállalás konfliktusai [Conflicts of child-bearing]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the status of women and men]. eds. Marietta Pongrácz and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: survey, child-care assistance, family policy, demographic changes

This paper elaborates the results of a research conducted among men and women between the ages of 18 to 40 years about patterns of child-rearing. In one-third of the cases, the author found that reconciling motherhood and work caused a serious dilemma, particularly for younger women, women receiving child-care assistance, and the unemployed. The author explains that these women feel as though child-bearing is a disadvantage in the labor market; further, when attempting to re-enter the labor market after child-bearing (around the age of 40), they are perceived as “too old to work.” The author argues that the government must find solutions to these dilemmas and provide sufficient financial help for child-bearing, particularly as in the long-term, demographic changes will present a heavy burden for future generations once the current young generation retires. However, even if financial aid is welcomed, the provision of workplaces for women with young children is also needed. Hence, beyond the opportunities to obtain child-care assistance or family allowances, proper legal measurements that support employees should be validated and guaranteed.

13) Lakatos, Judit. 1997. Munkaerőpiaci pozíció és gyermekvállalás [Position on the labor market and child-bearing]. *Statisztikai szemle* (75)11: 954-959.

Keywords: child-bearing, maternity benefits, demographic changes

There is and was during, the socialist era, a definite link between child-care assistance and the demand for labor force. The author argues that beyond fiscal and demographic characteristics, social policies concerning maternity benefits have been influenced generally by the current rate of unemployment and the operation of the labor market in Hungary. She mainly focuses policy changes in the 1990s. She shows that from transition until 1995, the system of assistance was enlarged, presenting demographic changes and the decreasing rates of child-bearing, while austerity in 1996 was explained by financial and funding problems. Nevertheless, Lakatos claims that both shifts result from changes in the Hungarian labor market.

14) Lakatos, Judit. 1995. Női munkanélküliség az 1990-es években [Women's unemployment in the 1990s]. *Statisztikai szemle* 73(8-9): 707-716.

Keywords: female unemployment, post-socialism, education level, occupational

After transition, high rates of unemployment concerned women as well as men since in Hungary – like in all post-socialist countries – women's economic activity did not differ significantly from men's during the socialist era. However, because of existing differences between genders in education rates, sectoral distribution, types of employment, and other characteristics of employment, women's unemployment has had a certain distinct nature. The author first gives the reasons for the growing rate of women's unemployment during the 1990s, then outlines its expected trajectory. Data for her argumentation are broken down by gender, industry, occupational group, and educational level.

- 15) Tóth, Olga. 1995. Hogyan egyeztethető össze a női munka a családi szerepekkel? [How can women's work and family work be combined?]. *Info Társadalomtudomány* 32: 33-38.

Keywords: attitude (survey), child-bearing, homemakers, part-time work

This paper is mainly based on an analysis of men's and women's attitudes regarding women's work-life balance. In 1988, according to a survey, Hungarian men held more conservative views than their West European and North American counterparts concerning women's employment and child-bearing, while women's views were similar to those prevalent in West European. Nevertheless, as per another survey conducted by the author in 1994, these (schematic) attitudes seem to have changed, and men's conservatism relative to women's views on family issues has reversed. Tóth reveals that in 1994, more women than men considered that women's full-time employment can threaten the life of a family. Only higher educated women tended to deny this claim. The author presents that while the vision of woman as a homemaker has been strengthened, the validity of a dual-earning family model has not been challenged and part-time employment has not emerged. This presents a conflictual situation in the everyday life of families, as needs and real opportunities do not meet.

2.1.1 Comparative studies

- 16) Frey, Mária. 2001. Egyensúlyt teremteni a fizetett munka és a családi élet között [Counterbalancing paid work and family life]. *Demográfia* 44(3-4): 280-304.

Keywords: family-work balance, labor market, taxation, child support, parental leave

The article makes use of OECD and EU research on the issue of balancing work and family life from the perspective of the labor market to give a more comprehensive, comparative description of the problem families, and especially women, must face in market economy countries. Mothers as a "work force," claims the author, are a very important factor in most industrialized countries as the average age of the population is increasing and in turn, the number of potentially active people in the market is decreasing. At the same time, in order to provide more income in a family, women must be able to retain their knowledge on the labor market. Further, as the number of small households, including single mothers and single women under 60, has been growing during the last 15 years, to make women economically independent and autonomous, governments must apply policies that encourage women to work while they are mothers, and men to participate more actively in family life. This paper explores these questions in terms of two main issues: the impacts of taxation policies and social services on average income; and the system of child support and parental leave in countries with available data.

2.2 English sources

- 17) Engel-Di Mauro, Salvatore A. 2006. Citizenship, systematic change, and the gender division of labor in rural Hungary. In: *Women and Citizenship in Central and Eastern Europe*. eds. Jasmina Lukic, Joanna Regulska, and Darja Zavirsek, 61-81. Hampshire, Burlington: Ashgate.

Keywords: agency, women, citizenship, post-socialism, Central and East Europe

In this chapter, Engel-Di Mauro deals with economic citizenship and its gendered practices in the rural Hungarian town of Ormánság. He examines the significance of the androcentric socialist state in establishing and reinforcing gendered political differentiations through economic policies, and shows how women became constructed as citizens through their status as laborers. In the post-socialist period, a rapid decrease of welfare resources (such as childcare grants), and an increase in women's unemployment, has dismantled women's economic independence and weakened the economic subjecthood that they had previously gained during the socialist period (even though women were still unequal to men). This chapter shows how traditional patriarchy and the communist system mutually reinforced each other, enabling the surveillance of women, both from a collective point of view (i.e. by the state) and an individual one (at the level of family and home). Despite the dramatic regime changes, women have continued to confront the challenges brought by neo-liberal discourses and the market economy.⁹

18) Gödri, Irén. 2006. Women and men in the different phase of migration: The gender aspects of Hungarian immigration. In: *Changing roles. Report on the situation of women and men in Hungary 2005*. eds. Ildikó Nagy, Marietta Pongrácz, and István György, Tóth. Budapest: TÁRKI Social Research Institute and Ministry of Youth, Family and Social Affairs, and Equal Opportunities.

Keywords: immigration, motivations, educational level, gender roles

The paper analyzes Hungarian immigration from a gender perspective. First, it looks at immigrants arriving to Hungary by gender and other major characteristics, drawing from statistical and survey data. Then, it reviews what kind of gender characteristics can be found in this immigration process: how the motivations and goals of female immigrants differ from male immigrants; what strategies women and men have when they migrate; whether there are differences in migratory networks of men and women. Although the main stated reasons of migration – insecurity about the future and the wish to improve living conditions – are equally prevalent among men and women, men are more concerned about the economic and political conditions in their home countries and their career options, while women emphasize family and private life issues. Going further, the author claims that men more successfully integrate into the labor market than women, and this is the case for women with higher education as non-educated women (though women's level of education is usually less than that of male immigrants). Finally, both women and men migrants above the age of 40 years have poor chances of finding employment.

19) Janky, Béla. 2006. The social position and fertility of Romani women. In: *Changing roles. Report on the status of women and men in Hungary 2005*. eds. Ildikó Nagy, Marietta Pongrácz, and István György, Tóth. Budapest: TÁRKI Social Research Institute and Ministry of Youth, Family and Social Affairs, and Equal Opportunities.

Keywords: Romani women, fertility, education, employment

This study on the link between Romani women's fertility and their chances of integration challenges the notion that unfavorable labor market conditions have the effect of increasing the number of children. It draws a more subtle picture. High fertility rates and child-bearing at a very early age are typical of the Eastern region of Hungary. This makes it difficult, and indeed often impossible, for most Romani women to consider realistically

⁹ Adapted from volume introduction.

continuing in education or getting a job, even if new education policies or better labor market opportunities create these options. Experience in Budapest shows that improved educational opportunities can significantly reduce the rate of Roma women having children in their teens, and that better labor market chances result in a relatively rapid change in the demographic behavior of adult Romani women.

20) Kispéter, Erika. 2006. *Working mothers: career motherhood and transition in the lives of women lawyers in Hungary*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: work-life balance, masculinization (of jobs), caretaking, gender ideologies

In this study, the author compares the working lives of two generations of women lawyers in order to examine how the post state socialist transformations have affected women's lives in Hungary. She analyzes changes by focusing on three areas: women's participation in the sphere of paid work, the division of care work in the family, and gender ideologies. Her findings show that the principles and mechanisms of women's inclusion in, and exclusion from, the sphere of paid work have changed in complex ways. The author argues that the combination of the legal profession's re-masculinization on the one hand, and the unchanged division of care work in the family on the other hand, have led to women's segregation to positions in the state sector, and to vulnerable, part-time employment in the private sector. The women studied view their exclusion in these gender-segregated positions as the outcome of the conflict between work and family, and often their own self-selection out of masculinized occupations. Gender segregation processes are supported by the prevailing, conservative gender ideology in Hungary.

21) Tóth, Herta. 2005. *Roma women's unemployment in Hungary. Research-based assessment and recommendations*. Budapest: CEU Press. <http://pdc.ceu.hu/archive/00002701/> (accessed February 9, 2009).

Keywords: Romani women, policy analysis, unemployment, black market, data protection, gender discrimination

This paper was written on behalf of the Roma Women's Initiative (RWI) of the Open Society Institute. It is part of RWI's efforts to collect existing research evidence and data throughout the CEE and SEE region based on which policy recommendations to support Roma women's participation in the labor market can be formulated at the national, regional, and European levels. The author argues that even though a number of studies were published in recent years in Hungary on the position of Roma in the labor market, most of these studies lack a gender perspective in at least two ways. Firstly, Roma women continue to be invisible in most surveys and publications, despite their very marginalized position in the labor market. Secondly, most studies continue to reproduce a narrow interpretation of "economy" and "work" – only focusing on the formal economy, and interpreting work as paid work only. This paper presents Roma women's specific position in the labor market by contrasting it, where possible, to Roma men's; it also disaggregates data by educational levels and settlements. It reviews the enforced policies concerning Romani women and lessons learned from them. It concludes with the policy recommendations for the improvement of the situation of Romani women in the labor market.

22) Széman, Zsuzsa. 2004. *National Background Report for Hungary*. Hamburg: Eurofamcare. http://www.uke.uni-hamburg.de/extern/eurofamcare/documents/nabares/nabare_hungary_rc1_a4.pdf (accessed February 9, 2009).

Keywords: new welfare regime, care providers, elderly

After transition in Hungary, a new welfare regime began to take shape. Namely, in addition to formal institutions, a large number of foundations appeared as service providers. A few private service providers also emerged, but their presence has been essentially negligible, since Hungarian people in need of care cannot afford to demand these kinds of market services. At the same time, informal actors – families, relatives, neighbors – continue to play an important role as helpers. According to the report, there has been no comprehensive research on the gender of care providers assisting older persons. However, in 2001, a representative survey found that 11.3% of the elderly relied on their daughters and 8.7% on their sons. At the same time, because of their earlier withdrawal from the labor market, more women than men are potential carers. Professional care providers for the elderly employed in nursing and care jobs by local authorities, foundations, and so on, regardless of whether they are trained or untrained, are almost exclusively women. This report explores both social and policy aspects of all kinds of care provision; however, only caretaking for elderly people is discussed in detail. It argues that despite the dynamic development in recent years of the Act on Social Welfare (1993), many types of services are insufficiently provided, and care providers are burdened.

23) Lukács, Erika and Mária Frey. 2003. The gender dimensions of social security reform in Hungary. In: *The gender dimensions of social security reform in Central and Eastern Europe: case studies of the Czech Republic, Hungary and Poland*. eds. Elaine Fultz, Markus Ruck and Silke Steinhilber, 43-109. Budapest: International Labor Office.

Keywords: pension, family support, policy analysis, division of labor

The report analyses and compares the labor market situation of men and women, and provides a historical review of social security reforms after 1990. Regulations and benefits of both the family support system and the pension system are elaborated and detailed, and the impacts of reforming these two systems on gender equality and the division of labor between men and women are examined. The authors argue that the old pension system had some provisions that mitigated income inequalities, unfavorable labor market trends, and the unequal distribution of childcare activities. Following reforms in 1997, under the multi-tiered system, benefits correspond more directly to contributions, there is greater differentiation in benefits, and the gender wage gap and unequal sharing of childcare activities puts many women in an unfavorable position after retirement. At the same time, reductions in the widow's benefit and the elimination of the guaranteed minimum pension also have negative consequences that have a greater impact on women than on men. One aspect of the mixed scheme that is beneficial to women is the decision to use gender-neutral life expectancy rates, even in the private sphere.

24) Haney, Lynne. 2002. *Inventing the needy: gender and the politics of welfare in Hungary*. Berkeley: University of California Press.

Keywords: state socialism, gender, welfare state, welfare reforms

This book is a review of the shifts of welfare reforms from 1948 to 1996 in Hungary, focusing especially on women's situation in the society. It delineates several periods when women were affected differently by the social services of the regime. Due to the establishment of a welfare society in 1948 and the socialist state ideology, women could participate in the labor market and more and more women were employed than earlier. Yet, strict abortion rules and the development of childcare assistance in 1968 reduced again the number of working women and encouraged them to stay home to care for children. Thus, a new maternalist welfare state developed, which prevailed between 1968-1985. The more liberal welfare state started with reforms in 1985, when the childcare fee was introduced and women, who worked before child-bearing, were offered benefits according to their previous wages. In 1993, women could decide if they want to be a homemaker and full-time caretaker in their family in case they had more than three children. This period ended with the recession of 1995, and the childcare fee was temporarily abolished in 1996. The book aims primarily to draw attention to the connections of the labor market, social services, and the gendered character of the welfare state in an East European country, which can also inform western state theories and politics.

25) Goven, Joanna. 2000. New parliament, old discourse? The parental leave debate in Hungary. In: *Reproducing gender. Politics, publics, and everyday life after socialism*. eds. Susan Gal and Gail Kligman, 286-306. Princeton, New Jersey: Princeton University Press.

Keywords: parental leave, international institutions, economic pressure, postsocialism, discursive tradition

This text examines a recent parliamentary debate on parental leave in order to illustrate the interrelated construction of gender, social policy, and post-socialist political identity in Hungary. The author locates this discussion at the intersection of the state-socialist legacy of political discourse, the general economic pressures of the post-socialist period, and the specific recommendations of the World Bank for social policy "restructuring." She argues that the discursive tradition has significantly shaped the ways in which international influence and economic pressures are translated into policy. This does not mean that political discourse is static. As the discursive tradition interacts with current political and economic exigencies, new discursive categories emerge, which then organize new patterns of gendered political identity. The second part of the essay contains the actual debate and argumentations.

26) Szalai, Júlia. 2000. From informal labor to paid occupations. In: *Reproducing gender. Politics, publics, and everyday life after socialism*. eds. Susan Gal and Gail Kligman, 200-225. Princeton, New Jersey: Princeton University Press.

Keywords: women's work, postsocialism, transition, informal economy, women's labor in the service sector

The aim of this text is twofold: first, it tries to explore changes in women's position in the post-1989 labor market and secondly, it wants to situate controversies associated with these changes in a historical and comparative context. The author in the first section discusses women's present position in the Hungarian labor force, then, using a range of statistical and qualitative data, illustrates that women's work strategies, as well as their

contribution to the emerging service sector, owe a great deal to their earlier experiences in the flourishing informal economy of the late socialism. In the third section, consequences of Hungary's changing labor market is examined from a different perspective that explores that the multiplication of a range of job opportunities offers one of the most important means for achieving household security, and that women are the major actors in these newly developing work arrangements. Specifying women's role and the function of "state" and "market" in the Hungarian post-war economy, the author concludes that marketization in contemporary Hungary is clearly providing women with a wider range of suitable work arrangements than they had before. However, it is highlighted that this is only one side of the story, the other is the marked differentiation among work opportunities: at the end of the spectrum are well-paid jobs and clearly defined contractual positions, and at the other are a variety of insecure, unprotected, part-time and day-labor jobs, resulting in a bifurcation of women's opportunities in the labor market.

27) Spéder, Zsolt. 1997. Impoverished men and women. In: *The changing role of women*. eds. Katalin Lévai, and István György Tóth Budapest: TÁRKI Social Research Institute and Equal Opportunities Department, Ministry of Labor.

Keywords: feminization of poverty, unemployment, inactivity

This article reviews the theories on the feminization of poverty. Spéder summarizes his research by suggesting that there are no relevant differences in the risks of poverty between men and women in Hungary. At the same time, he reflects on the fact research results depend on the applied methodology and further research is needed to obtain more information on the situation of poor men and women. Spéder recognizes that much more elderly women live alone than men, and even if their financial status seems to be acceptable, an evaluation of their position can be given only in case of more detailed research. Among single parents, women are also overrepresented. The paper argues that currently, mainly divorced or widowed individuals are categorized as single parents. However, if current trends continue, with more and more young women raising children without a partner, then a massive social group with high rate of poverty is expected to evolve in the future. As per the analysis, poor men live in families or partnership in contrast to women, but generally, unemployed men tend to be poorer than unemployed women. Spéder argues that the risk factors of poverty seem to differ in case of men and women.

28) Széman, Zsuzsa. 1994. Employer Policies Towards Older Workers in Hungary. SOCO Project Paper No. 11. Vienna: IWM. <http://www.iwm.at/publ-spp/soco11pp.pdf> (accessed February 2009).

Keywords: elderly, risk of poverty, pension, early retirement

The paper deals with the changes of employer policies towards older workers after transition in Hungary. It also highlights the relevance of the shifts in the age of retirement, and the possibilities of pre-retirement, claiming that after privatization in the 1990s, it became easier for individuals to be dismissed over 45 or 50 years of age. This resulted mainly in long-term unemployment, especially in case of women, since the age of receiving retirement benefits rose to 60 years in 2000. This mainly concerns blue collar women who typically have low levels of education and are "worn out" by managers, according to the author's research. Hence, it is very difficult to find another job.

Generally, the author argues that if the ageing workforce (over 40 years of age) is being forced out of the Hungarian labor market and replaced with well-trained, younger workers. In this case, the small, active workforce will be incapable of supporting the great numbers of elderly and, at the same time, the substantial population of young unemployed and young women on parental leave. The author claims that the long-term solution is to bring the elderly back into the labor market, principally into the tertiary sector; however, no welfare or social policy approach this question in Hungary.

2.2.1 Comparative studies

29) Fagan, Colette, Gail Hebson, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2006. *“Making work pay” debates from a gender perspective: a comparative review of some recent policy reforms in thirty European Countries*. Luxembourg: Office for Official Publications of the European Communities.

Keywords: European Union, social security, integration into employment, return to employment

This report is based on reports prepared by the 30 national experts (in the case of Hungary, Beáta Nagy) in the EGGsIE network. In section 1, it reviews some of the recent national reforms or policy debates in relation to the “making work pay” agenda from a gender perspective. This draws on reports for the 15 pre-2004 member states and the five non-EU countries included in this network. In section 2, the report reviews maternity and parental leave provisions in relation to the employment integration of mothers and fathers. The impact of parental leave or extended labor market absence for childcare on eligibility for active labor market measures and other training provisions is discussed in section 3. The development of childcare services as a key social infrastructure for supporting parents’ employment is reviewed in section 4. Conclusions are drawn in section 5, which also raises demand-side considerations about job quality and hence employment sustainability for the main care (typically mothers) in low-income households.

30) Fagan Colette, Peter Urwin, Kathryn Melling, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2006. *Gender inequalities in the risk of poverty and social exclusion for disadvantaged groups in thirty European countries*. Manchester: University of Manchester.

Keywords: European Union, gender inequality, social exclusion, social inclusion, poverty, unemployment, one-parent family, ethnic groups, migrants, violence

Gender mainstreaming is specified as a key requirement in the EU Social Inclusion Process; however, this approach to policy design and monitoring is still under-developed and often absent from National Plans. The aim of this report is to inform and help develop gender mainstreaming in the Social Inclusion Process, drawing on national reports for 30 European countries, including Hungary reported by Beáta Nagy. It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters that focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming for social inclusion policy.

31) Pongrácz, Marietta. 2006. Opinions on gender roles. Findings of an International Comparative Study. In: *Changing roles: Report on the situation of women and men in Hungary 2005*. eds.

Ildikó Nagy, Marietta Pongrácz, and István György Tóth. Budapest: TÁRKI Social Research Institute and Ministry of Youth, Family and Social Affairs, and Equal Opportunities.

Keywords: gender roles, attitudes, former socialist countries, traditional values

Data from an empirical study covering many European countries show that in spite of – or because of – the fact that the mass participation of women in the labor market began much earlier in the former socialist countries than in western Europe, the approach to the roles of men and women is much more conservative in the former socialist countries, and that the social status and importance of paid employment is much lower. With its traditional values set, Hungarian society stands out even among eastern European countries in terms of its approach both to gender equality and to resolving the conflict between work and family responsibilities.

32) Fodor, Éva. 2005. *Women at work: The Status of Women in the Labor Markets of the Czech Republic, Hungary and Poland*. Geneva: UNRISD.
[http://www.unrisd.org/80256B3C005BCCF9/\(httpPublications\)/655D60DC55B78527C1257011003866BA?OpenDocument](http://www.unrisd.org/80256B3C005BCCF9/(httpPublications)/655D60DC55B78527C1257011003866BA?OpenDocument) (accessed February 9, 2009).

Keywords: labor market, child-bearing, welfare state, the Czech Republic, Hungary, Poland, transition, intersectionality

This paper assesses trends in women's labor-market positions in three Central European countries from 1989 to 2002: Hungary, the Czech Republic, and Poland. It also examines how these changes are related to – affect, are derived from, and have consequences for – the reformulation of women's social rights, especially those concerning women's responsibilities in childbirth and childrearing. The author argues that there are significant variations across the three countries in how women fared. In Poland, a “familial welfare state,” combined with a long history of women's labor-market disadvantage, assigns women primarily to the household. Women do work, of course, but unemployment is rampant, the wage gap is significant, and women seem to have difficulty gaining positions of authority in the workplace. Women are most likely to be economically active in the Czech Republic, which underwent a slower, less radical, economic transformation process, but they are found in large numbers in lower-level positions in the labor market: women keep working, but at a distinct disadvantage compared to men. Hungary, on the other hand, is marked by a strong bifurcation of women's positions. This differentiation exists in the other two countries as well, but the presence of a poor ethnic minority in Hungary makes social exclusion along the lines of gender (as well as race and class) more visible and also politically significant. Hungarian women in the upper-middle class – often also young, childless, and highly educated – have been quite successful in gaining or retaining their positions in the labor market and fighting for social rights that help them combine these with some household responsibilities. Poor women, however, are left behind, inactive, retired early or subsisting on welfare benefits; they are discouraged from looking for work, and would have trouble fitting into the new world order.

33) Haine, Catherine. 2005. *Reconciling Work and Family Responsibilities: Practical Ideas from Global Experience*. Genf: International Labour Organisation

Keywords: family care, work-life balance, family-friendly workplace, policy-making, best practices

This book presents concrete examples of what is being done in countries, communities, and enterprises around the world in order to help workers with their ability to reconcile work and family responsibilities such as caring for children and the elderly. The examples provide useful ideas for action by governments, employers', and workers' organizations as well as concerned civil society organizations. The book argues that the conflict in balancing work and family responsibilities is increasing in many countries, be they industrialized or developing, as a result of changes in family structures and in the work environment. Work and family conflict can cause major problems for societies, enterprises, families, men, and particularly women, and is a major source of gender inequalities in employment. Policies and measures by governments and employers' and workers' organizations can make a difference. Looking at evidence from a variety of countries, the volume first considers the social and economic reasons why intervention to reduce work-family conflict is in the interests of governments and the social partners. It then goes on to consider the wide range of policies at national and community level, which can help reduce work-family conflict, highlighting the role of government in setting the legislative and policy framework and in stimulating dialogue. A separate chapter is devoted to policies and practices for a family-friendly workplace. Extensive information is provided on different kinds of care arrangements that have been used to help those with responsibility for children, the elderly, the sick and the handicapped to combine work with their caring responsibilities. Family-friendly working conditions are also considered, in particular various types of leave entitlements, such as maternity leave, paternity leave, parental leave as well as arrangements related to working time and place, such as flexible work schedules, part-time work, and teleworking.

34) Kollonay, Csilla. 2005. Work and family Issues in the Transitional Countries of Central and Eastern Europe. The Case of Hungary. In: *Labour Law, Work, and Family Critical and Comparative Perspectives*. eds, Joanne Conaghan and Kerry Rittich. Oxford: Oxford University Press.

Keywords: post-socialist countries, work and family, labor market, childcare benefits, cultural heritage

This study gives an overview of the development of work and family issues in the post-socialist countries, many of which are already members of the European Union at the time of writing, and indicates where they still show special characteristics with respect to these issues in comparison to older, western industrial democracies. This overview is presented in three parts, and shows the common features in the developments affecting female workers as well as those affecting the labor force in general. The first part summarizes the ambiguous character of "communist emancipation," underlining its traps and harms but presenting its achievements, too. The second part considers the backlash against the past that, coupled with the impact of the political and economic shift, resulted in a special combination of economic liberalism with conservative social values. Finally, the study looks into the changes that seem to promise favorable developments with respect to the elimination of gender role differences, the only way to true labor market equality.

35) Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: a comparative review of thirty European countries*. Luxembourg: Office for Official Publications of the European Communities.

Keywords: employment, social integration, equal rights of men and women, child care, working time, maternity leave, parental leave, Europe, comparative study

The increasing labor market participation of women, changing family forms, and demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet, countries differ in their policy responses (in case of Hungary, such policies were studied by Beáta Nagy), variously stressing the need for more flexible working hours, encouraging the supply of public and private services, or focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted toward the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three European Economic Area (EEA) countries: Iceland, Norway, and Liechtenstein, and two EU Candidate countries, Bulgaria and Romania. An innovative element of this study – besides the scope – is that the focus is not only on national, public strategies, but also, when possible, complementary provisions emerging at sector or company level are included as organizations may either supplement or substitute public provisions. In fact, it is at the organizational level where details of the reconciliation of work and family life are worked out.

36) Steinhilber, Silke. 2005. *The Gender Implications of Pension Reforms. General Remarks and Evidence from Selected Countries*. Geneva: UNRISD.
[http://www.unrisd.org/80256B3C005BCCF9/\(httpPublications\)/52DBB0B27C54635CC12570350048ED4E?OpenDocument](http://www.unrisd.org/80256B3C005BCCF9/(httpPublications)/52DBB0B27C54635CC12570350048ED4E?OpenDocument) (accessed February 9, 2009)

Keywords: pension reforms, benefits, gender mainstreaming, Czech Republic, Hungary, Poland

The paper proposes a gender analysis of pension schemes along two axes: structures regulating the access to benefits, and conditions determining benefit levels. Accordingly, the most relevant typical design features of pension schemes are discussed. To illustrate the approach, the gender dimensions of pension reforms in Poland, Hungary, and the Czech Republic are then highlighted, where reforms were implemented during the 1990s. Finally, some of the main challenges to conceptualizing gender equality in pension policy are discussed: individual pension rights versus derived rights, equal treatment and labor market inequality, pension age equalization, and increasing diversity of interests of women with respect to old-age security.

37) Laky, Teréz. 2004. *Gender equality in employment in Hungary and in some other Eastern European countries*. Geneva: UNRISD.
<http://www.unrisd.org/unrisd/website/document.nsf/0/CA16E60297CA24A6C1256FE2002FEB42?OpenDocument> (accessed February 9, 2009).

Keywords: unemployment, voluntary and involuntary work, CEE countries

Although in the period from 1990 to 2000 the male activity rates of the ex-socialist CEE countries still exceeded 70%, a significant part of the female population had either disappeared from the labor market through voluntary exit or exclusion, or had had no opportunity to enter it at all. The rate of women dependent on their family or on society is highest in Hungary: in 2000, 48% of women aged 15–64 was absent from the labor market. Similar developments, albeit on a smaller scale, occurred in the other ex-socialist countries as well and although the loss of the labor market position of women in the period from 1990 to 1997/98 came to a halt, it was replaced by stagnation rather than improvement. This research discusses certain reasons of the widening social gap between

men and women in terms of employment in the CEE countries, in contrast to the useful steps happened to ensure equal rights to men and women in the years of accession preparation. The first part contains a comparative analysis on the circumstances of employment of women and men in the CEE countries, and draws attention to the limits of current policies related to the issue. The second part focuses exclusively on Hungarian women absent from the labor market: the reasons of their inactivity and employment options available to them within and without the organized economy.¹⁰

38) Rostgaard, Tine. 2004. Family support policy in Central and Eastern Europe – A decade and a half of transition. In: *Early Childhood and Family Policies Series No. 8*. Budapest: UNESCO.

Keywords: family support policy, early childhood care and education, transition, Central and Eastern Europe

This synthesis report aims to provide an overview of how demands and needs for family support policy have changed in Central and Eastern Europe since the start of transition, in terms of both demographic profile and labor market affiliation. It outlines changes in family support systems through a comparison of former and existing policies as the basis for an overview of policy options and directions. Comparing and contrasting 13 countries spanning different geographical regions and religions (Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russia, Slovakia, Slovenia and Ukraine), the report also touches on family policy models of the EU, with special emphasis on the ongoing shift towards an integrated approach to early childhood care and education (ECCE).¹¹

39) Fultz, Elaine and Silke Steinhilber. 2003. The gender dimensions of social security reform in the Czech Republic, Hungary, and Poland. In: *The gender dimensions of social security reform in Central and Eastern Europe: case studies of the Czech Republic, Hungary and Poland*. eds. Elaine Fultz, Markus Ruck and Silke Steinhilber, 13-42. Budapest: International Labor Office.

Keywords: social security reform, transition, Czech Republic, Hungary, Poland

This chapter in a larger report on social security reforms in some post-socialist countries compares the shifts in social policies in the Czech Republic, Hungary, and Poland from a gender perspective. It finds that the first decade of transformation brought greater losses of pension protection for women compared to men in all three countries, and claims that these losses reflect two broad trends across Central Europe. First, the strong appeal of individualism in all areas of life shaped the politics of pension reform, leading to benefits in both the public and private schemes that more closely reflect contributions paid – that is, to a curtailment of redistribution. Second, tight fiscal limitations in all three countries constrained the options for achieving equal treatment in pension schemes, leading to reforms that imposed greater disadvantages on women in some regards. The losses are most severe in Poland, least severe in the Czech Republic, and, due to the new equal treatment of women with respect to retirement age, some of the economic losses of women was offset in Hungary. The authors examine four issues in this section: gender-specific life expectancy tables, the minimum standards of social security, women's retirement age, and the issues of child-caring in terms of pension schemes. The

¹⁰ Adapted from the research introduction.

¹¹ Adapted from report introduction.

conclusion is that there is an urgent need for broader action on gender issues that shape the impact of social security schemes in all the three countries.

40) Haney, Lynne. 2003. Welfare reform with a familial face. In: *Families of a new world*. eds. Lynne Haney and Lisa Pollard, 159-178. London, New York: Routledge.

Keywords: family policy, welfare regime, state socialist legacy, familialism

Through an analysis of welfare reform in Hungary and Czech Republic, the author demonstrates how these states embarked on different reform paths, and familialism played into these reform projects. By juxtaposing welfare development in these two cases, the author aims to arrive at the kind of broad conceptual arguments that are largely absent from the East European scholarship on welfare: arguments about the forces underlying welfare regime change and the use of familialism for justifying this change. The analysis works on two levels. First, it traces the global and local dynamics of welfare in Hungary and the Czech Republic to explain their different modes and outcomes. Then, it investigates the ways that narratives of the family were deployed in these two cases to frame reform decisions. At this level, the analysis moves to the discursive arena to expose how familialism was used by the state actors for quite different ends in Hungary and the Czech Republic: in the former it was used to justify the state's retreat from domestic life, while in the latter, it was appropriated to justify the state's re-engagement in the family. In the end, the author suggests that these case studies reveal the malleability of familialism as a mode of state reform.

41) Fodor, Éva, Christy Glass, Janette Kawachi and Livia Popescu. 2002. Family policies and gender in Hungary, Poland, and Romania. *Communist and Post-Communist Studies* 35(4): 475-490.

Keywords: family policies, childcare services, labor market policies, Hungary, Poland, Romania

This paper discusses changes and new directions in the gendered nature of the welfare state in three post-state socialist societies: Hungary, Poland, and Romania. Relying on an analysis of laws and regulations passed after 1989 concerning childcare, maternity and parental leave, family support, unemployment and labor market policies, retirement, and abortion laws, the authors identify differences and similarities among the three countries, pointing out not only their status in 2001, but also their trajectory, the dynamics and timing of their change. The authors argue that there are essential differences between the three countries in terms of women's relationship to the welfare state. They also specify some of the key historical and social variables that might explain variation across countries.

42) Fodor, Éva. 2001. The feminization of poverty in six post-state socialist societies. *Review of Sociology* 7(2): 91-107.

Keywords: poverty, gender, feminization of poverty, welfare state, Eastern Europe

Relying primarily on survey data from six East European countries, this paper seeks to answer two questions: 1) Are women over-represented among the poor population in Eastern Europe, and if so, where? 2) What possible factors might explain differences in the gender poverty gap across the countries under study? The author finds that three of the six countries exhibit significant gender differences in poverty: Russia, Romania, and

Bulgaria, and hypothesizes that the speed of the economic transformations, as well as the resulting development of the welfare state, best explain the cross-country differences.

43) Weber, Renate, and Nicole Watson, eds. 2000. *Women 2000: An Investigation into the Status of Women's Rights in Central and Southeastern Europe and the Newly Independent States*. Vienna: International Helsinki Foundation for Human Rights.

Keywords: general gender inequality, domestic violence, reproductive rights, access to healthcare, poverty, women within ethnic minorities, Central and Southeastern European region

This report is the result of the first project undertaken by the International Helsinki Federation for Human Rights on women's rights. The survey was conducted on the entire Central and Southeastern European region. It presents not only the results of several analyses carried out during the last ten years concerning various aspects related to women's rights, like domestic violence, reproductive rights, access to healthcare, and poverty and its implications, but also the facts and figures of some new topics as well. These include the legal framework and national machinery addressing discrimination against women; educational opportunities, women's participation in public life, politics, media, the business sector, academia, and civil society; violence against women, including sexual violence; women's de facto exploitation by way of prostitution and trafficking in women; the situation of women within distinctive and vulnerable groups such as ethnic minorities, sexual minorities, and prisoners; or the situation of women in an armed conflict and as refugees. The chapter dealing with Hungarian women's rights reviews all these issues based on existing research, policy documents, and Hungarian laws representing a gender perspective.

44) Fodor, Éva, and Tanja van der Lippe. 1998. Changes in gender relations in Eastern Europe. *Acta Sociologica* 41(2): 131-149.

Keywords: transition, effects of marketization on gender inequality, Bulgaria, the Czech Republic, Hungary, Poland, Russia, Slovakia

This article addresses the question whether or not gender inequality in the labor market increased after the collapse of the communist parties in Eastern Europe, and whether women can be seen as the losers in the process of transformation. The authors use data from the survey "Social Stratification in Eastern Europe after 1989," which was conducted in Bulgaria, the Czech Republic, Hungary, Poland, Russia and Slovakia in 1993. Their conclusion is that women in general do not seem to have suffered major setbacks in their economic positions compared to those of men in the first years after the demise of state socialism. At the same time, women did not withdraw in large numbers to become full-time housewives. The restructuring of the economy was instrumental in preventing a large increase in gender differences. Before 1988, women were over-represented in the service sector and men in industry. Due to the growth of the service sector, women's experience and current positions are useful in maintaining their employment patterns. However, men have improved their positions more relative to women in areas related to the emerging market economy. Between countries, the authors did not find many differences in changes in gender inequality between 1988 and 1993, but there are differences which existed already in 1988 and before. They claim that while marketization certainly did not reduce gender inequality, so far it also has not increased it as much as expected.

45) Sz. Oláh, Lívía, Eva M. Bernhardt, and Frances K. Golscheider. 1998. Co-residential paternal roles in three countries: Sweden, Hungary, and the United States. *Stockholm Research Reports on Demography* No. 130. Stockholm: Stockholm University Demography Unit.

Keywords: paternal roles, family policies, Hungary, Sweden, United States

In this paper, the authors present a cross-national investigation of the relationships between men and children, focusing on cases that vary systematically in the extent of state support to families and on the extent of social support for separate spheres for men and women. They examine a northern European (Sweden), a central European (Hungary), and a North American country (US). It is claimed that these three industrialized countries, each with high levels of female labor force participation, differ substantially in the ways men participate in families. Hungary is at one extreme, with men most likely to live in families with children who are their biological offspring. Swedish men are also much more likely to live with children than men in the US, suggesting that strong state support for families is linked with men's greater involvement in the lives of children. The authors review certain family policies and compare their impacts on family lives and the division of labor between men and women in the three researched countries. They conclude that state support can foster men's greater involvement in children's lives and thus strengthen their roles as fathers, also stimulating more egalitarian relationships between men and women. These processes can contribute to gender equality.

3. Intimate Citizenship

3.1 Hungarian sources

1) Bukodi, Erzsébet. 2001. A párkapcsolat–formálódás és –felbomlás néhány társadalmi meghatározója [Some social factors of forming and breaking up partnerships]. In: Szerepváltozások. *Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the situation of women and men]. eds Ildikó Nagy, Marietta Pongrácz, and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: marital and non-marital relationships, social status, divorce

The paper discusses the determinants of whether one participates in a marital or non-marital relationship, and claims that determinants do not differ by gender, but on the activity and educational level. The less one is educated or the more his/her status on the labor market is uncertain, the more he/she is prone to choose a non-marital relationship that provides less emotional and economic security. Non-marital relationships tend to split up more frequently than marital relationships. However, the risk of divorce is increasing in Hungary. Recently, young, married couples divorce to a greater extent than formerly. As far as the number of children is concerned, the research argues that the more children partners have, the higher the risk to divorce. At the same time, the author refers again to the educational level of the cohabitants and claims that higher educated men and women are more likely to keep together after marriage. Hence, the paper rejects the argument that traditional values regarding men's and women's roles and formerly prevalent family models and protect marriages.

2) Utasi, Ágnes. 2001. Fiatal egyedülálló nők párkapcsolati esélye [The chance of young single women for partnership]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the situation of women and men]. eds Ildikó Nagy, Marietta Pongrácz, and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: individualization, singles, ages, single mothers

This paper presents the results of research on partnerships conducted among men and women in different educational statuses living in urban and rural areas. The research focuses on people between the ages of 30 and 39. In contrast to the younger (under 30) or older (above 40) age groups, people in their thirties usually live in stable partnerships or are married. However, significant variations were registered according to the environment of the settlement and the educational level of single women, and, if they rear a child or not, regarding their chances for formal employment or having an enduring partnership. The author argues that a structural inequality can be discovered between single women and single men in their thirties: single women, unlike men who are independent, are usually single mothers rearing their child alone. The process of individualization in contemporary Hungarian society concerns women as well as men though, due to traditional preferences and values, and prevalent expectations regarding partnerships, it influence women's choices regarding marriage more than men's. Therefore, young women's lifestyle differs from young men's: women must undertake more social and reproductive responsibilities than do men.

3) Adamik, Mária. 1999. A "Sein" és a "Sollen" a családpolitikában. ["Sein" and "Sollen" in family policy]. *Fundamentum* 4: 105-108.

Keywords: family policy analysis, family types, gender roles

This paper is a commentary on a policy paper published by the Ministry of Social and Family Affairs in 1999. The first version of the policy paper on families was highly debated. The author claims it was changed somewhat positively by 1999 by considering the functions of a family beyond reproductive rights and biological "obligations." Nevertheless, she highlights and details the problematic approach of the policy paper towards contemporary changes in family structures in Hungary and in western Europe, like the high rate of divorces, the increasing number of marriages or single parenthoods. The classical family conception – a married heterosexual couple with two or more children – is less and less prevalent. By repeating the normative family concept, the policy paper ignores the reality of the emerging new family models. The author argues that the state fails to address reasons behind these changes, which indirectly emphasize individual responsibility and especially the role of women.

4) Kiss, Róbert, and Katalin Lévai. 1999. Variációk családpolitikai koncepciókra [Variations for family policy conceptions] *Fundamentum* 4: 101-104.

Keywords: discrimination in the family policy, policy analysis, state institutions

This paper criticizes the policy concept of families published in 1999 by the Ministry of Social and Family Affairs, and particularly the emphasis of economic problems. It acknowledges policy-makers' goodwill and awareness of different situations among

families. However, the authors show how policies are discriminatory, redistributing public incomes only to those family types that are considered to be ideal. This policy ultimately supports primarily families of the middle and high class families, which are likely to be married. Further, the authors contest the outlined financial implementation of the policy. It is claimed that the Ministry has little power in making decisions on financial redistribution and thus, the budget of social policies is weaker than needed. The policy paper does stress the importance of women's employment besides child-rearing. Yet, how to facilitate women's employment is not addressed comprehensively. Deficiencies identified in the paper strengthen the view that Hungarian social policy suffers from a lack of means and resources.

5) Morvai, Krisztina. 1999. Család, állam, előítélet [Family, state, prejudice]. *Fundamentum* 4: 109-112.

Keywords: policy analysis, concepts of cohabitation, family types, Roma families, domestic violence

This third critique of the Hungarian family policy paper on 1999 concentrates on three different conceptions. Firstly, Morvai argues that the conception of "family" and what is counted as "family" in the policy paper is not clarified. She states that this notion is used in ways that are both contradictory and discriminating. This becomes clear when the policy paper defines what types of families should be considered as subjects of family policies and be supported by the state. The typology of families described in one of the appendices of the policy paper is not unequivocal and consequent, at all. Secondly, the author welcomes the admission of the importance of the state in the elimination of domestic violence. However, she criticizes the paper in noting that instead of emphasizing the state's role in developing a complex and comprehensive strategy concerning the issue, the paper focuses on the role of civil organizations and the civil sphere. Thirdly, Morvai highlights open discrimination against Roma in the conception on housing issues, and emphasizes the necessity of further debates.

6) Pongrácz, Marietta. 1999. *Gyermekvállalás házasság nélkül* [Child-bearing without marriage]. In Szerepváltozások. Jelentés a nők és férfiak helyzetéről. [*Changing roles. Report on the situation of women and men*]. eds. Marietta Pongrácz and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: cohabitation, children without marriage, norms, instable families

This paper elaborates the results of a research project that compared the attitudes of mothers with a child or children toward marriage to the reality of their marriages. The research found that the institution of marriage remains an appreciated form of cohabitation in the case of child-rearing. However, the marriage rate is decreasing, non-marital relationships are increasing, and more and more children are born out of wedlock. In turn, the author argues that current norms are inconsistent with changing demographic patterns. She also claims that the expansion of cohabitation without marriage should not be considered as a positive process, since it can lead to instability in families and negatively affect on children. Further, the author argues that decreasing rates of marriage correlates to decreasing rates of child-bearing, unwed couples are less apt to have children.

7) Tóth, Olga. 1999. Családformák és együttélési minták a mai magyar társadalomban [Forms of family and patterns of cohabitation in the contemporary Hungarian society]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről. [Changing roles. Report on the situation of women and men]*. eds. Marietta Pongrácz and István György Tóth. Budapest: TÁRKI Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: survey of attitudes, marriage, divorce, trends in the shift of family forms

This paper focuses on the changing patterns of family forms and cohabitation. Demographic processes and attitude surveys show that marriage has lost its popularity in recent years. The author draws the attention to the tendency of many in Hungary to delay marriage; many reside with their parents and retain a "child status," or live in non-marital partnerships. The latter is now a prevalent form of cohabitation among the youth. Concurrently, the number of divorces increased at the end of the 1990s, just as the number of marriages declined. The author notes that these trends began in the 1980s. Thus, transition is not a reason for them, but has served to strengthen them.

3.2 English sources

8) Takács, Judit. 2003. Gendered modernization in Hungary. In: *Families and family policies in Europe: country case studies. Cross-national research papers* No.6. eds. Louise Appleton and Linda Hantrais, 46-51. European Research Centre: Leicestershire.

Keywords: new family forms, transition, family care, women's role in the family

This paper highlights the increasing heterogeneity of family forms in Hungary, and finds that policy lags behind new familial living arrangements. As in the other Central and East European countries that are compared in the European Commission-financed project on Improving Policy Responses and Outcomes to Socio-Economic Challenges (IPROSEC), focusing on: changing family structures, policy, and practice in select EU member and applicant states. , Hungary has witnessed a collapse of the state, and it is families, rather than private or civil society organizations, that have taken responsibility for family care. While Hungarian families are generally accepting of this role, they see the need for holistic policy intervention to address the many factors contributing to the combined causes and effects of declining fertility rates, including women's employment.

9) Sándor, Judit. 2000. Reproductive rights in Hungarian law: A new right to assisted procreation? *Health and Human Rights* 4(2): 196-219.

Keywords: reproductive rights, rights to adoption, assisted procreation, European countries, US

This article claims that Hungary has a mixed record in terms of fulfilling reproductive rights as a whole, but in the context of artificially assisted procreation, it provides reproductive health services far beyond those offered by its neighbors, and even beyond the internationally accepted parameters of reproductive rights. The author focuses on the Hungarian 1997 Health Act and argues that the legislation on assisted procreation included has established important new regulations and formulated a new 'right to continuation of infertility treatment' applicable to women who have been widowed or divorced. The new legislation is examined in the context of international reproductive

rights movement, with comparisons to other European countries and with Hungarian attitudes and laws on abortion and surrogacy, underlying policies that both secure and restrict the right to artificial procreation.

10) Demény, Enikő. 1998. *Negotiating motherhood: identity and difference in professional foster mothering*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: professional fostering, identity as being a mother, diverse family models

This paper represents how the professional foster mothers of the SOS Children's Village in Kecskemét, Hungary, construct, define, and represent their identity as (foster) mothers in relation to the dominant social, legal, and institutional discourses on family, kinship and women's roles in society. The author argues that due to their particular social position, these women must reinterpret the cultural meanings linked to motherhood in order to define themselves. This reinterpretation takes place along two main axes. Firstly, these women construct, define, and legitimize their identity as being single women and single mothers within the framework of an institution that differs from marriage. Secondly, professional foster women have to position themselves in the discourse on the biological and social aspects of motherhood. They must interpret their mothering not only as an innate duty, but also as an acquired skill and a profession as well. The author argues that professional foster mothers' discourses on motherhood and family show that the dominant discourses about family and gender identity are not only cognitive constructions, but also deeply affect the lives of those who occupy marginal positions in connection with dominant norms.

11) Sándor, Judit. 1996. Legal approaches to motherhood in Hungary. In: *Creating the child. The ethics, law, and practice of assisted procreation*. ed. D. Evans, 157-166. The Hague, London, Boston: Martinus Nijhoff Publishers.

Keywords: surrogacy, concepts on motherhood, regulation of artificial insemination

Motherhood has for long been viewed as a "continuum," from the moment of conception, through delivery, feeding and raising the child. The core female contribution to the child was, for long, seen to be limited to providing shelter (the womb) and care for the child, as women's participation in providing material contributions gained force only since the nineteenth century. Now, the author argues, we face fragmented forms of motherhood, which might compete with one another. In processes of in vitro fertilization (IVF), these forms include egg donors, surrogate mothers, and applicant mothers. Meanwhile, parallel development and the number and combination of "mother" roles" is increasing. The governing principles over this process is still, by a large, uncharted territory, particularly as a pregnant women's right to self-determination dates back only a few decades. To make sense of women's right to self-determination, looks at cases of in US jurisprudence and compares them to statutory law in Hungary. The author also looks at the social, political, and legal context in which legislation and policies surrounding motherhood emerge.

3.2.1 Comparative studies

12) Kamarás, Ferenc. 2006. Family formation and child-bearing in Europe. Questions and question marks. In: *Changing roles. Report on the situation of women and men in Hungary 2005*. eds. Ildikó

Nagy, Marietta Pongrácz, and István György, Tóth. Budapest: TÁRKI Social Research Institute and Ministry of Youth, Family and Social Affairs, and Equal Opportunities.

Keywords: non-marital relationships, single parent, child-bearing, new families

In recent decades, significant changes have occurred across Europe in the field of family formation and child-bearing. Key features of the changes include a fall in marriage rates, the rapid and significant spread of forms of non-marital relationships, a reduction in the stability of partnerships, a drop in child-bearing and a marked increase in the rate of people living alone and of single people with children. In tackling these demographic changes, the author of this paper focuses on the former socialist countries in an international context, and attempts to uncover whether Hungarian experience a definitive change in demographic behavior, or face only a transitional situation, in which the decision to get married and have children is postponed, but will eventually be made.

13) Kukučková, Jana 2005. *Lesbian couples: interpretation of gender roles in the division of housework (in Slovakia, the Czech Republic and Hungary)*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: lesbians, division of housework, equality, feminism, Slovakia, Czech Republic, Hungary

This paper analyses the division of housework among lesbian couples in Slovakia, the Czech Republic, and Hungary. Moreover, it challenges the idea presented in previous research that the egalitarian division of housework among lesbian women is connected to their awareness of feminist ideas. By pointing to the differences in historical and social background of these three countries regarding the feminist movements as opposed to the US and UK, where the previous research has been conducted, it shows that within this specific region the assumption about feminist influence is not so applicable. However, despite of this difference, it supports the findings of previous research as regards the high level of equality in the sphere of the division of housework in lesbian relationships.

14) Neményi, Mária, and Olga Tóth. 2003. Differential modernization in Hungary: families and family values after transition. In: *Changing family structure in Europe: new challenges for public policy. Cross-national research papers* No.5. eds. Marie-Therese Letablier and Sophie Penneç, 60-66. Leicestershire: European Research Centre.

Keywords: family policies, demographic trends, conservative values

This paper was carried out within the framework of the European Commission-financed project on Improving Policy Responses and Outcomes to Socio-Economic Challenges (IPROSEC), focusing on: changing family structures, policy, and practice in select EU member and applicant states. Hence, it explores the contradictions between demographic data, attitudes, and values concerning families in Hungary. Although radical changes have occurred in lifestyles and family life, family structures and gender roles have changed very slowly and tend to remain traditional in Hungary. The Hungarian process of “modernization” since 1990s has not led to a fundamental shift: conservative values are still prevalent, except among the younger generations. The authors conclude that values change more slowly than demographic behaviors. They note that, in the 1970s and 1980s, individual and collective ideology moved closer to societal expectations, but the 1990s

brought reversal and reinforced divisions within society, as a sign of the impending modernization process.

4. Gender-based Violence

4.1 Hungarian sources

1) Fehér, Lenke. 2005. A nők sérelmére elkövetett, családon belüli erőszak empirikus vizsgálata [The empirical survey of domestic violence against women]. In: *Családi iszonyok: a családi erőszak kriminológiai vizsgálata* [Familial conflicts: the criminological study of domestic violence]. ed. György Virág, 171-191. Budapest: KJK-Kerszöv.

Keywords: wife-battering, gender roles, financial dependence, juridical procedures

This article presents the results of empirical research conducted by the National Criminological Institute in 2004 of 117 cases of physical abuse of women or both women and children by the partner or father of the victim(s). According to the research, violence is not a single event, but part of a process. In most case of abuse, the victim was locked in a position of dependence and isolation. The author observed: in half of the studied cases, alcohol use; in two-fifths of the cases, a bad relationship and in one-third of the cases, financial problems, unemployment, and poverty. The author argues that in cases of domestic violence, strict and patriarchal gender roles within the family or relationship, and efforts to maintain positions of power were prevalent. Meanwhile, juridical procedures, the conflicts, disputes preceding the crime, and the actual reasons of battery were not explored. This made it difficult to disclose the processes of domestic violence. The author also questions whether jurists and judges are aware enough of characteristics of domestic violence to deal with cases appropriately.

2) Fehér, Lenke, and Judit Forrai. 1999. Prostitúció, prostitúcióra kényszerítés, emberkereskedelem [Prostitution, imposed prostitution, human trafficking]. Budapest: Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: prostitution, trafficking in women, victimization, state institutions

This edited book is about coercive prostitution and trafficking in women in Hungary, and looks at legal procedures, health, prevention, and reintegration. It contains several chapters concerning: social deviance, victimology and the concept of "victim," the rights and defense of the victims, the aims of criminal politics and prevention of crimes, rights of women and children, human rights, the attributes of trafficking, the actors of prostitution, the problems of sexual harassment, and the difficulties of reintegration, as well as other important issues. The book aims to open a public discourse on coercive prostitution and trafficking, and to serve as a basis for a training to be carried out for those who often come into contact with special groups of victims in the course of their work, like social workers and workers in fields of jurisdiction and crime prevention.

3) Fehér, Lenke. 1999. Bűnözés, áldozattá válás, prostitúció [Delinquency, victimization, prostitution]. In: *Szerepváltozások. Jelentés a nők és férfiak helyzetéről* [Changing roles. Report on the situation of women and men]. eds. Marietta Pongrácz and István György Tóth. Budapest: TÁRKI

Social Research Institute and Department for Women's Representation, Ministry of Social and Family Affairs.

Keywords: gender-based violence, prostitution, legal frameworks, trafficking in women

This paper casts violence against women as a result of structural inequalities between men and women and that of patriarchal society. In recent years, this kind of violence received growing attention on an international level. Among other types of structural inequalities and violence, the author focuses on prostitution, and explores the Hungarian legal regulations concerning both prostitution and trafficking in women. She argues that current laws concerning prostitution and trafficking show some progress, though they remain insufficient in many respects. The author argues for a more comprehensive and preventive action plan to give real help to women involved in prostitution, whether or not by coercion. Efficient campaigns involving the educational institutions and media are necessary to make society be more familiar with relevant issues, the threats of potential violence, and the recruiting techniques of those prostituting women.

4) Tóth, Olga. 1999. Erőszak a családban [Violence in the family]. *Társadalompolitikai tanulmányok* 12. Budapest: TÁRKI Social Research Institute.

Keywords: domestic violence, battering, raping, child abuse, counseling services

This paper explores the results of the first comprehensive research conducted to measure the extent and importance of domestic violence, surveying individuals from a random sample of the adult female population in Hungary in 1998. The research covers four types of violence inside the family: wife-battering, raping of women, beating children, and sexual harassment against children. It proves that violence inside the family is very common and relevant issue in contemporary Hungary. Although the legal framework had been development, the survey showed that legal authorities and the police could cope with the problem. The author argues for the need to observe the existing laws consistently and to provide facilities for victims, so that they could receive appropriate health treatment or therapy. At the time of research, there were only a few mothers' organizations or aid stations that housed and helped victims. Neither the media nor policy-makers paid significant attention to the question of domestic violence. The author also suggests areas of research, including the views of men on domestic violence, how violence is related to other kinds of crisis inside the family; and the psychological effects of violence.

5) Morvai, Krisztina. 1998. *Terror a családban. A feleségbántalmazás és a jog* [Terror in the family. Wife-battering and the law]. Budapest: Kossuth Könyvkiadó.

Keywords: domestic violence, wife-battering, interviews, regulation analysis

This book is a result of a two-year long research project that involved more than 60 in-depth interviews with female victims of domestic violence, their children and relatives, and another 15 interviews with experts, including policemen, attorneys, judges, lawyers, civil servants, who during their work, encountered the phenomenon of domestic violence. The author also surveyed more than 1000 cases through judicial murder and abuse. The juridical decisions related to these cases were examined systematically. A questionnaire was developed to assess the frequency of abuse, abuse and murder, and the rate of domestic violence relative to any (other) kind of violence assessed. Existing

Hungarian legislation related to domestic violence are also presented. The book also offers a thorough review of the most relevant literature on domestic violence, including international documents and recommendations related to the issue. The author's main aim is to draw attention to the situation of women suffering from domestic violence and to urge change.

4.2 English sources

6) ERRC. 2007. *Critical issues concerning Romani women in Hungary: prepared for CEDAW Committee pre-sessional review of the Republic of Hungary's compliance with the Convention*. Budapest: ERRC.

Keywords: Romani women, anti-discrimination, CEDAW, Equal Treatment Authority

This report presents a critical evaluation of the Hungarian institutions concerning equal opportunities, especially related to Romani women. It was carried out apropos of the reprehension of the Hungarian government by the CEDAW Committee for the critical cases of coercive abortion of two Romani women. Even if this document does not aim to provide a summary of all issues facing Romani women in Hungary, nor even of all CEDAW Convention issues facing Romani women, special forms of discrimination are discussed in the fields of employment, health care access, education, marriage and family policies, political and public life.

7) Ványa, Magdalena. 2006. The Hungarian child, the European bogeyman and the universal citizen: collective strategies and outcomes in Hungary. In: *Making Domestic Violence: Gender, Collective Action, and Emerging Civil Society in Postcommunist Hungary and Slovakia*. Chapter of unpublished PhD Thesis. University of California, Davis.

Keywords: domestic violence, feminists, frame analysis, strategic movement

This chapter considers the collective strategies and outcomes of Hungarian feminist efforts to publicize domestic violence using three distinct but culturally relevant action frames and inventive public protest strategies. It argues that while their culturally resonant mobilizing frames failed to secure the criminalization of domestic violence feminists facilitated the revitalization of civic engagement in post-communist Hungary. First, feminists exploited a widely publicized tragic case of domestic violence to create a gender neutral depoliticized child abuse frame, while suppressing the culturally and politically contentious gender-specific interpretation of intimate violence against women. Second, feminists used Hungary's pending accession to construct the Europeanization frame. Third, they employed a broader frame of participatory citizenship, a metaframe overarching the more specific child abuse and Europeanization frames. The author argues that despite the emptiness of the Hungarian state's promise to create effective domestic violence legislation, feminists, through their public protest strategies, succeeded in generating public and political recognition of domestic violence as a social problem.

8) Krizsán, Andrea, Herta Tóth and Violetta Zentai. 2005. National Reports: Hungary. In: *Women Integration and Prison*. eds. Marta Cruells and Noelia Igareda, 135-136. Barcelona, Peru: Aurea Editores, S.L.

Keywords: social exclusion, domestic violence, Romani women, prison

This is a national report of the Women Integration and Prison (MIP) research, which was launched under a theoretical framework that built on a very complex understanding of social exclusion in regards to women ex-prisoners. The project aimed at understanding how the prison impacts various groups of women differently, depending especially on their primary level of exclusion. The report explores the specific factors and patterns most characteristic to the primary exclusion of women prisoners in Hungary, as well as the prison's contribution to furthering social exclusion or potentially, to enabling the integration of some women. It summarizes research findings regarding women's life after release, largely relying on interview data both from the women and from the agents, as well as on other data collected during fieldwork. The various chapters of the report start with the introduction of the corresponding, main research hypothesis developed on the basis of the theoretical framework of the MIP project.

9) Ivantchenko, Svetlana. 2004. Domestic violence in Hungary: between normalizing and demonizing. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: attitude survey, domestic violence, "normalized" abuses, gender stereotypes

This thesis, unlike most research on and media coverage of domestic violence, which focuses on victims and perpetrators, examines wider public opinion and attitudes toward domestic violence. The author approaches domestic violence from an anthropological perspective as a cultural phenomenon. Her objectives are to explore the extent to which domestic violence in Hungary is considered to be a matter of public or private concern, and to examine the attitudes towards domestic violence among a target group of high school teachers in three regions of Hungary. Through semi-structured interviews, Ivantchenko found a gap between public and private, and between normative and actual ("how it should be" and "how it is"). How people condemn domestic violence at the level of moral judgment and reconcile with it in their everyday life is demonstrated in the paper. The author argues that two types of domestic violence coexist in people's mind: a "serious" one, involving repeated assaults and severe injuries, and a widespread "normalized" abusive behavior.

10) Vajda, Erika. 2004. *A case study in Budapest, Hungary, on the attitudes towards Roma-featured women experiencing violence in partnership (WVP)*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: attitude analysis, domestic violence, 'Roma-featured' women, state institutions

This thesis begins with a dilemma: the general attitude toward Roma minorities in Hungary is negative, and institutions relevant to women experiencing violence in partnership (WVP) cases are criticized for being WVP-insensitive. The thesis explores this dilemma, asking the following questions: 1) what is the attitude toward Roma-featured WVPs within relevant institutions, and 2) what are their opportunities for establishing a home independent from their abuser? These questions are examined through a sample of fourteen WVP interviewees, out of whom seven are Roma-featured and seven are non-Roma-featured. Whereas no striking difference is found by the research in the attitude of institutions toward the Roma- and the non-Roma featured interviewees in cases of living either in mothers' homes or homeless shelters, Roma-featured interviewees' opportunities to establish an independent home appear less than non-Roma featured women. While the author recognizes that the sample is limited, she suggests that they might indicate a wider phenomenon.

11) Sáfrány, Réka. 2003. *Public and political discourse on domestic violence in Hungary: the prospects and limits of feminist strategies*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: discourse analysis, domestic violence, feminist criticism

This paper highlights the observable increase in critical discussion in Hungarian society about domestic violence, and in activities to bring about substantive changes in the societal and professional approach to the problem in recent years. The research intends to represent the formation of ideas on domestic violence as a discourse process. The analysis focuses on different voices in the media, contested proposals in the area of social policy-making, and the arguments and counter-arguments emerging in the political arena on the topic of domestic violence. The author employs critical discourse analysis in order to evaluate to what extent feminist criticism of domestic violence was successful in contesting hegemonic discourses and effected concrete changes in the area of policy-making and legislation.

12) Morvai, Krisztina. 2001. “Why doesn’t she just leave?” Research-based policy recommendations for the prevention of and response to domestic violence in Hungary. SOCO Project Paper No. 101. Vienna: IWM.

Keywords: domestic violence, wife abuse, regulations, state institutions, training

The author argues that violence against women in intimate relationships (domestic violence) is still considered a “private problem” in Hungary. State actors, such as the police, and prosecution or child protection authorities have neither any training in this field nor possess basic knowledge or awareness about the nature and the consequences of this phenomenon. Many of the existing laws in this area are ineffective or not even applied, and there are no clear policies or ‘best practice’ guidelines for professionals. Morvai and her research team, having explored these problems and identified specific areas of concern, outlined a complex national strategy for the prevention of and response to domestic violence, which is presented in this paper.

13) Rápolti, Anna. 2001. *Left alone in need: institutional responses to domestic violence in Hungary*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: domestic violence, violence against women, state institutions, civil actors

This thesis presents a review of the relatively scarce literature on domestic violence against women in Hungary in the late twentieth century. It shows the results of research based on interviews conducted with perpetrators, victims, police officers, male and female judges, a female attorney, representatives of child protection services, and representatives of different NGOs working on the issue. The author argues that: 1) relevant authorities are unwilling to intervene until serious bodily injuries are caused, because not little about the nature and consequences of domestic violence; and 2) even if the professionals working in the law enforcement system had a deep understanding of domestic violence, they could not effectively intervene because the Hungarian legal system and cooperation between the different actors involved are inadequate. The author recommends that trainings are needed to make both law enforcement officers and other professionals who deal with domestic violence during their work more aware of various

aspects of domestic violence. Also, legal changes are needed toward more effective intervention by the police. Similarly, social workers and family support offices must be more efficient in order to provide shelter for victims. Hence, Rápolti concludes that a comprehensive strategy and policy against domestic violence should be developed by the government.

4.2.1 Comparative studies

14) Cone, Jennifer R. 2005. *Narrating modernity through national, regional and international partnerships: women's NGO activists in Romania and Hungary*. MA Thesis. Budapest: Department of Gender Studies, Central European University.

Keywords: narrative identities, civil activists in an international context, concepts on feminism, domestic violence against women

This paper analyses the narratives of Romanian and Hungarian activists who work in prevention of violence against women. The author deals with narratives on NGOs partnerships at local, regional (Central and East Europe) and international levels, for which interviewees work. The study seeks to answer questions about activists' views of their partnerships, and how they negotiate and adapt the agendas and practices of their partners concerning domestic violence against women. Moreover, the author explores how NGOs view their own position within hegemonic binaries of West/East, modern/traditional, and masculine/feminine, and compares how these positionings differ in Romanian and Hungarian context. The interviews reveal that activists' criticisms and commendations of their various partnerships help them to position themselves and their organizations, represented within these binaries, in complex ways, as they assert at once their association with, and difference from, the West. Furthermore, according to the author's argumentation, this allows women's activists to create a unique space for themselves within their local context, in which they engage the issue of violence against women.

15) Krizsán, Andrea, Marjolein Paantjens, és Ilse van Lamoen. 2005. Domestic violence: whose problem? In: *Greek Review of Social Research*. Special Issue on Differences in the framing of gender inequality as a policy problem across Europe B/2005(117): 63-93.

Keywords: policy analysis, domestic violence, Hungary, the Netherlands, EU

This paper examines how domestic violence has been framed and re-framed under the influence of mainstream policy-makers. It juxtaposes shifts in prevailing frames concerning domestic violence in Hungary, the Netherlands, and the EU. The analysis shows that in the selected policy environments, shifts in the gender of governance, particularly the marginalization of feminist NGO voices in the debates, have led to shifts in the governance of gender, specifically with respect to domestic violence. The shift has caused the marginalization or even neglect of gender-equality considerations in addressing domestic violence, or brought the integration of gender-equality within a wider, more inclusive perspective, thereby going beyond gender-specific interests. According to the authors, these shifts have taken away from women's rights proponents the privileged position to speak on the issue of domestic violence, and affirmed the cross societal nature of the issue thereby establishing the interests of other members of society to speak out on it.

III. Mapping of Competences

1. OPERA – Gender Training Books and Manuals

For the express purpose of gender training, books and manuals scarcely exist in Hungary. There are very few trainings that focus specifically on gender issues. Small workshops, conferences, or informative lectures are held, but often without a manual. According to the Department of Equal Opportunities between Men and Women at the Ministry of Social Affairs and Labor (MSAL), in the year of 2007, more training manuals were planned to be developed within the framework of the European Year of Equal Opportunities. Among these outcomes are *The ABC of Equal Opportunities*, annotated below, or the translation of the manual *Gender Mainstreaming in Practice*, originally produced by Astrida Neimanis, a representative of the Regional Equality Program of UNDP RBEC.

Training manuals developed thus far that deal with general inequalities or gender issues typically are not publicly accessible. Thus, they cannot be annotated below. At the same time, based on the preliminary research conducted for the State of the Art Report, information is available on more manuals than those presented below. These are developed by the Department of Adult and Vocational Training at MSAL, or by the National Employment Foundation. Hence, further research will be needed to access these and also to identify the availability of further manuals in Hungary.

- 1) Kószegi Erika. 2007. Esélyegyenlőségi ABC [*The ABC of Equal Opportunities*]. CD-ROM.

Keywords: vulnerable groups, legal framework, concepts of equal opportunity, Equal Opportunity Houses

This manual, compiled by the Equal Opportunity Houses, provides an introduction to the basic concepts related to equal opportunities and equal treatment. It presents the relevant Hungarian legal framework and the related EU Directives, and introduces the operation of the network of Equal Opportunity Houses. The operation of “Opportunity Houses” in Hungary is presented. The manual also includes chapters on vulnerable groups in society (women, the disabled, the elderly, Roma, homosexuals, and refugees), and highlights the specific issues of consumer protection.

- 2) Organization of Women for Women Together against the Violence (NANE). 2006. *Miért marad? Kézikönyv a családon belüli erőszakról elsősorban szakmai csoportoknak* [*Why does she stay? Manual on domestic violence primarily for professional groups*].

<http://www.nane.hu/kiadvanyok/kezikonyvek/miertmarad/miertmarad.pdf> (accessed February 9, 2009). In Hungarian.

Keywords: domestic violence against women, social workers, shelter

This manual is primarily offered to those who, in their work, encounter women who have been abused or have endured domestic violence. It describes several forms of domestic violence, offers some data and statistics on the topic, and attempts to discount some related myths and misunderstandings. It presents the dynamics and the process of the

emergence of domestic violence, and reveals the reasons why women cannot simply leave their harmful partnership arrangements. The manual presents several assistance opportunities,, and the principles that must be kept in mind when encroaching into the relationship of the perpetrator and the victim.

3) Metropolitan Equal Opportunity Methodology and Program Office. 2004. *Mi az esélyegyenlőségi terv? [What is the equal opportunity plan?]*. CD-ROM. In Hungarian.

Keywords: organizational development, equal opportunities, legal obligations

This material is a guideline primarily designed for institutions and economic organizations, which must, according to law, develop an annual equal opportunity plan. It provides samples of this kind of documentation, introduces the legal and international background of the whole issue, includes sample questionnaires, and provides tables on the process of promoting equal opportunities within an organization.

4) Diana Madsen. 2003. *A nemek közötti társadalmi egyenlőség érvényesítése - Az alkalmazott legjobb gyakorlatok központi szinten [The validation of equal opportunities between genders – best practices applied centrally]*.¹² Budapest: Ministry of Employment Policies and Labor, HRDOP.

¹² The provision of this manual was supported by the Danish Research Center of Equal Opportunities, and however it is currently not available, it is expected to be annotated.

2. FRAGEN – Archives and Documentation Centers

MONA Documentation Center

<http://www.mona-hungary.hu>

1024 Budapest, Margit krt. 43-45. VII/1.

Phone/Fax: 00 36 1 350 1311, 00 36 1 412 0583

E-mail: mona.fwh@t-online.hu, postmaster@mona.t-online.hu

The opening ceremony of the Hungarian Women Foundation's (MONA) public documentation center was in May, 2007; however, it started to operate earlier, informally, without official opening hours, but with wide range of opportunities to access MONA's collection. The documentation center is most popular among students, researchers, journalists, and various representatives of civic organizations. Among its services it provides primarily Hungarian and English, but also some other literature on women's issues in forms of books, journals, brochures, leaflets, and newsletters. Books are sorted under the following categories: genders and public life; genders and employment; genders and art; psychology and its gender aspects; law, particularly human rights and reproductive rights collection; minorities; intimate citizenship; work and family life; difference between rural and urban women; men's studies; history of women's movements; violence against women (domestic violence, sexual harassment, pornography, prostitution, trafficking); body and sexuality; health, especially women's health and reproductive health; feminist and gender theories; women's history; equal opportunities between men and women; autonomy and self-defense; LGBT people; gender and education; gender and art. The institution has contact with other libraries specialized in women's issues, and participates in a Socrates/Grundtvig project aiming to link numerous similar documentation centers together, internationally.

Sociology Research Institute of the Hungarian Academy of Sciences – Gender Studies Collection

1014 Budapest, Úri u. 49.

Phone: 00 36 1 224 6700/428

E-mail: acsady@socio.mta.hu

This compilation of books and journals concerning gender issues was developed in the mid-1990s, supported by the Soros Foundation. It has struggled to procure additional funding, so its collection remains small. The Institute includes mostly English and some Hungarian sources, including journals, books, grey material, course descriptions, concerning gender issues from the fields of ethnography, cultural studies, media studies, history, and cultural anthropology.

TÁRKI Social Research Institute – Hungarian Gender Databank

<http://www.tarki.hu/adatbank-h/nok>

1112 Budapest, Budaörsi út 45.

Phone: 00 36 1 309 7676

E-mail: nagyildi@tarki.hu

This online databank was developed in 2000 with the support of the Directorate of Women's Representation at the Ministry of Social and Family Affairs. At the same time, it was helped to be maintained by the Network Women's Program of the Open Society Institute and the Soros Foundation between 2001 and 2003, within the frameworks of the InfoCenter project, in which MONA was also involved, and cooperative institution. The website edited by Ildikó Nagy contains gender statistics, tables on the socio-economic status of men and women in Hungary, a

review of journal articles concerning women's role or other gender issues, and also the results and databases of several Hungarian and international researches interested in the situation of women, the family, the child-care assistance and the shifts of gender roles. A register of gender researchers differentiated by disciplines, as well as the lists of publications of all these researchers are also provided. There is a collection of the issues published by the TÁRKI Social Research Institute, including the series of "Changing roles. Report on the situation of women and men in Hungary" papers presented at gender conferences, and workshop studies produced by the scholars of TÁRKI. Links on the website present related archives, information centers, statistics, and data on women in other countries.

3. OPERA – Gender Training

The existing equal opportunity or gender trainings provided for public or civil servants, or financed by the state, at least partially, are organized quite sporadically in Hungary, since there is no clear obligation defining which public institutions should undertake the responsibility to organize such trainings. Yet, an emergence of trainings can be observed after the adoption of the Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities. In 2004-2005 more general equal opportunity trainings were carried out for public actors to introduce the new legislative material related to anti-discrimination and the advancement of equal opportunities, however this has not focused especially on gender issues. Meanwhile, more and more NGOs start to widen their activities towards training activity concerning certain aspects of equality.

The public and civil organizations listed below provide(d) trainings related to equal opportunities in general, but in some cases also in gender issues. Most of the trainings are funded by the state and/or by the Structural Funds of the EU, within the frameworks of such programs like EQUAL, DAPHNE, or the Operative Programmes of the National Development Plan, the HEDOP and the ROP.

**Department of Adult and Vocational Training, Ministry of Social Affairs and Labor
(*Felnőttképzési és Szakképzési Főosztály, Szociális és Munkaügyi Minisztérium*)**

<http://www.eselyegyenloseg.hu>

1054 Budapest, Alkotmány u. 3.

Phone: 00 36 1 472 8076

Together with the:

Regional Training Centre of Pécs (Pécsi Regionális Képzési Központ)

7634 Pécs, Bázis út 10

Phone: 00 36 72 552 210, Fax: 00 36 72 251 326

E-mail: kapcsolat@prkk.hu

The Department, in cooperation with the Regional Training Centre of Pécs. carried out a standardized training program for the representatives of all local governments in Hungary. The training lasts from April 2 - June 30, 2007, and aims to widen the knowledge of office-holders at local governments on the issues of equal treatment and equal opportunities. It is mainly focused on the overall principles of anti-discrimination, without pointing out any of the disadvantaged groups of the society. It has to be mentioned here that the Department of Equal Social Opportunities between Men and Women at the same Ministry, has not organized any training concentrating on women and gender issues, either.

Metropolitan Equal Opportunity Methodology and Program Office (*Fővárosi Esélyegyenlőségi Módszertani Iroda és Programiroda*)

<http://pestesely.hu>

1091 Budapest, Üllői út 45.

Phone: 00 36 1 215 7692

Fax: 00 36 1 215 7418

Email: koltai@pestesely.hu

Most of the trainings of this state institution were organized in 2004 and 2005 because according to the Act CXXV, also all the partially or wholly state-owned organizations employing more than 50 people were committed to compile an equal opportunity plan securing the equal treatment and

equal opportunity of their employees, which produced the need for training some of the employers of these institutions referred to by the law.

National Employment Foundation (*Országos Foglalkoztatási Közalapítvány*)

<http://www.ofa.hu>

1037 Budapest, Bokor u. 9-11.

Phone: 00 36 1 555 2900

E-mail: ofakht@ofakht.hu

Only this national institution was especially focused on gender mainstreaming within the frames of one of its trainings. A five-times-two-day long training was provided by OFA in close cooperation with an Austrian partner, namely abz*Wien (see <http://www.abzwien.at/training/gender.html>), at the end of 2006. The training aimed to develop the competence of civil organizations and to introduce some strategic methods how to put gender mainstreaming into practice. Analyzing cases studies whilst the training had a major role.

Opportunity House in Fejér county (*Fejér megyei Esélyek Háza*)

<http://www.szmm.gov.hu/main.php?folderID=1560>

8000 Székesfehérvár, Budai u. 90.

Phone: 00 36 22 505 986, Fax: 00 36 22 505 986

E-mail: szfvar12@eselyekhaza.axelero.net

Since the end of 2003 a network of Opportunity Houses (OH) has been built up, which operates as a network of equal opportunity coordination offices on a county level, supervised by the Ministry of Social Affairs and Labor, and working in cooperation with the Equal Treatment Authority. The tasks of OHs also include the training of local people committed to equal opportunity issues, but OH in Fejér county is highlighted because this is the only one that provides a more systematic training by using a manual that can be applied also in case of the education of civil or public servants, even on a national level. At the same time, gender equality is only one of the several grounds of equality that are addressed.

Organization of Women for Women Together against Violence (*NANE Egyesület*)

<http://www.nane.hu>

1447 Budapest, P.O. 502.

E-mail: info@nane.hu

This NGO has institutionalized trainings on domestic violence for three years. The organization had trainings earlier as well, however more rarely and not so systematically as for the time being. NANE offers a sixteen-hour long training for those who during their work usually meet victims of domestic violence, like police(officers, judges, social workers, or representatives of local governments dealing particularly with family issues.

SEED Foundation for Small Enterprise Economic Development (*SEED Alapítvány*)

<http://www.seed.hu/>

1024, Budapest, Rómer Flóris u. 22-24. V/15.

Phone: 00 36 1 212 2179, 00 36 1 316 4987, Fax: 00 36 1 315 0195

E-mail: seed@seed.hu

The main aims of this civil organization are to help the sustainable development of small enterprises and civil organizations and the emergence of equal opportunities. Hence, it also accredited an equal opportunity syllabus in 2006, and holds trainings continuously on this topic,

in case of request, also for public representative, however it has not happened yet. Meanwhile, the NGO participated in a gender pilot project in which the lead of consortium was the Ministry of Youth, Family and Social Affairs, and Equal Opportunities, and the SEED Foundation was its Hungarian partner, which resulted in the provision of a comprehensive report on the recognition of equal opportunities, with a special focus on gender perspectives, in Hungary (see the reference in the bibliography).