



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Hungary

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: 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. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

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 parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. 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 itself 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 centres specialized in gender equality policies on national level.

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I am grateful to all those people who helped me to retrace the archives and documentation centers seemed to be most relevant on gender issues in Hungary, and those who made me be more aware of trainings in equal treatment that were kept in Hungary for public or civil servants.

Introduction

The period of time covered by the Hungarian State of the Art Report is from the Beijing Conference in 1995 until present days. The aim of the report is to explore the most relevant literature on Hungarian gender equality policies in general, and the three policy gender equality related policy issues chose by QUING in particular, and to introduce a wide range of scholars who published concerning the topic during the set time period. Given the limitations in scope, time and capacity, the bibliography included in the report is not meant however to propose an exhaustive list of writings on any of these topics, or any of the authors working on them. The primary criteria for selection were comprehensiveness and relevance of arguments. In case of multiple writings by the same author on the same issue the most recent, most comprehensive and most innovative articles were chosen by the author of this report. Therefore this bibliography is to a certain extent selective and subjective, and as such it does not give an unequivocal representation of most important contributions to the field in Hungary.

Despite the fact that the collection mainly focuses 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, the ones that were considered of particular importance because of 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 that the QUING Research Project focuses on adding to them a set of writings that address gender equality issues in a more general way that is relevant to policies. This report refers in many to the literature review written within the framework of the State of the Art report for the MAGEEQ Project¹, the Hungarian Gender Databank of the TÁRKI Social Research Institute, and the database of MA Theses written by the students of the Central European University. Beyond the systematic review of these sources, a lot of other papers are referred to, as well.

General gender+ equality policy

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

Beyond these general issues, the section contains overview reports on the social status of LGBT people, of rural, academic or Romani women in Hungary, as well as

¹ See more on the project at the website: <http://mageeq.net>.

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 like below, are necessarily overlapping, and hence more books and articles were found to belong to more than one heading. Nevertheless, these papers were listed according to their primary focus in order to help to orientate the reader.

As regards the intersectionality aspect of the review, it aims to introduce as many studies dealing with a form of gender+ inequality in Hungary as possible, within each issue, yet one cannot avoid highlighting that, for the time being, this kind of outlook is scarcely present in the policy-orientated literature in Hungary.

Non-employment

Many of the texts found under non-employment issues primarily concern women's unemployment and family affairs, the link between women's inactivity and their role in the family as caretaker, especially in terms of childrearing. Women's responsibility in caring for the elderly is a less frequent topic, while caring for the disabled is totally absent, which reflects well the fact that family policies are often discussed within the framework of demography and biopolitics. At the same time, the labour market aspects are usually pointed out, by sociologists, as well as by economists sensitive to questions of gender, as important influential factors of women's opportunities to reconcile work and family life. Hence, the social security system is analyzed in Hungary, as well as in comparison with social security systems of other states. A smaller 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 labour 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 explore the legacy of socialism, in terms of women's employment, its impact on women's poverty and opportunities in the labour market after the transition. Within these frames, the socio-economic status of the Roma population and Romani women, in particular, are highlighted in some publications, and also linked to Romani women's fertility.

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

Even so, from among the three issues of which QUING, and therefore this report focuses, in Hungary non-employment is the richest. Meanwhile it is important to note that though in their topic all of the annotated articles deal with issues that are very much relevant to policy, few deal explicitly with state policies or give policy analysis.

Intimate citizenship

Most of the publications regarding intimate citizenship in Hungary concern the increasing heterogeneity of family forms in Hungary. The studies discuss the issue in the context of demographic policies, or in the context of family policies. Some articles discuss the concept of family from a social psychological or legal perspective, in

relation to adoption issues or in relation to the technology aspects and ethical questions of assisted insemination

Research focused on the regulation of same-sex partnership is missing from the Hungarian academic life, however NGOs released some documentations on the situation of homosexuals and there is also a comparative report on the social exclusion of LGBT people both of which partly discuss the legal aspects of the issue, but the welfare policy aspects of the same-sex partnerships are totally out of the focus of any kind of studies. Similarly, intimate citizenship is rarely tied to migration issues and even less to policy aspects of migrations.

Gender-based violence

In this section of the report papers on domestic violence are overrepresented. Meanwhile it is important to note that even so not all of the contesting arguments present in the domestic violence debate are presented in the bibliography. Those ones have been selected which focus on the gender equality aspects of domestic violence and particularly to structural inequality issues between men and women within the field.

The questions of trafficking in women and prostitution are studied merely by criminologists, or experts of law, but not by sociologists or scholars of public policies or political sciences, and only very few analyses are available.

Sporadically, one can find a critical paper produced by NGOs alone on the coercive abortion of Romani women, or on the physical violence against homosexuals, but there are no reports on forced marriage, sexual harassment, rape or other forms of gendered violence.

Annotated Bibliography

1 General Gender Equality+ Policy

1.1 Hungarian sources

1) Laczkó, Zsuzsanna et. al. 2006.² *Az esélyegyenlőség ismertsége és érvényesülése Magyarországon [The awareness and emergence of equal opportunities in Hungary]*. Budapest: SEED Foundation.

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 paper 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. Second, it presents the few analysis, articles, policy and position papers concerning Romani women's situation in the Hungarian society that exist. Its introducing chapter problematizes the question of identity and the social meanings of being identified as a Romani woman, while the second deals with the representation of Romani women in public life either in the media, or in the political sphere. The paper highlights how the negative stereotypes of Romani women are reinforced by the way of their representation. The lack of data and statistics on ethnic minorities is discussed under a separate heading in more general terms, and it is evaluated as a serious problem hindering the successful implementation of mainstreaming policies that would support Roma, or specifically Romani women. The fourth chapter explores the socio-economic security of Romani women from the perspectives of education and unemployment, as well as from that of healthcare and other social services. The fifth chapter represents Romani women as one of the most vulnerable groups whose human rights are likely to be violated. From an international perspective the experiences of Romani women NGOs are illustrated related to the issues of child marriage, domestic violence, and trafficking in women. The paper also discusses the institutional and legal background of Hungary that aims to promote equal treatment and equal opportunities. It concludes with the summary of the more general policy recommendations concerning the advancement of Romani women's situation in the country.

² The paper is currently unavailable, however it is expected to be annotated in the future.

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 paper was produced within the frameworks of the LIBRA comparative research project funded by the European Commission in 2004. The author aims to focus on a specific organization where gender inequalities are typically (re)produced and maintained. She studies two cases of local governments, one in which men, and an other one in which women are overrepresented. The methodology, the theoretical background and the results of her research are detailed in the article. It explores that, in spite of the fact that women are underrepresented in the political life, or become politicians later due to their duties in the family, most of the office-holders of the studied organizations do not think it a problem. Most of the employees are aware of the disproportionation, yet do not approve the application of positive discrimination to help women entering public life. In case of the organization where more men were employed, women were segregated by working in traditionally effeminated fields of politics. In the other case, women considered to be in majority as a disadvantage because it was defined as reason for lower wages and scarce opportunities for having a career. However the reconciliation of work and family life is easier for women in the public sphere than in the market sector, in comparison with men, they are more burdened with family issues, even so. The author claims that beyond the structural inequalities, women's attitudes proved to be sort of resistant against female leadership, and paradoxically they also contributed to the reinforcement of gender stereotypes, and to the lack of women's recognition.

4) Hungarian Women's Lobby. 2003. *A Magyar Női Érdekvédelem Szövetség bírálati és javaslati 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

This document gives a detailed criticism of the proposal, demonstrating that it needs several amendments. The specific forms of discrimination for women are present in all fields of life, in organisation of citizenship, organisation of labour and that of intimacy, but it is claimed that 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 efficient in combating the disadvantageous situation of women, already existing solutions scattered throughout the Hungarian legal system (prohibition of discrimination in the Civil Code and the Labour Code, reversal of the burden of proof in the latter) 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: it argues that multiply disadvantaged women groups, like Roma, elderly, migrant, disabled, lesbian women, or single mothers face specific human rights problems 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 inadvertently affect women and fails to regulate properly.

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

Keywords: conservative women, feminists's movement, oral history, antifeminisms

The aim of this book is to partially reveal the characteristics of feminists' movement in Hungary in the twentieth century, particularly those feminists' movement who represent conservative political values. The author categorizes several conservative discourses depending on the ideas of feminism, and women's politics. A separate chapter is devoted to the methodology of the research that was conducted among women committed to conservatism. The study was based on deep interviews and the theories of narrative identity and oral history. Pető discusses the various types of feminisms, 'new feminisms', and antifeminisms, on the grounds of which she reviews the history of conservative feminist movement from the early twentieth century through the two world wars and the '56 revolution till our days. Then, in the following chapters certain aspects of narrative identities are highlighted, also related to the policy conceptions on family policy, abortion, and women as politicians.

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's 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

The representatives of two Hungarian civil organizations, namely the Habeas Corpus Working Group (HCM) and the Women for Women against Violence (NANE) reflect in this report on the 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 the Hungarian legal practice concerning anti-discrimination, violence against women and some connected issues, and reproductive rights. The authors also note the questions of sexism in the media, and education, the institutionalized discriminatory processes against

women in case of domestic violence, and especially in case of sexual violence. The report criticizes the operation of the Hungarian Constitutional Court arguing that in several (in the report stated) cases it has not at all taken into account the structural inequalities of men and women in the society, and made few decisions that would have advanced positive actions eliminating the inequalities of genders. It also judges the legislation and the institutionalized measures relating equal opportunities, and has separate headings dealing with prostitution and trafficking in women, health care service and artificial insemination.

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

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

This paper attempts to explore women's participation in the Hungarian political life, and tries to give reasons why the rate of women in all forms of political decision-making forum is so low. The author argues that women have been pushed in the background of the political life after transition, and their disadvantageous position has not considerably improved after the fourth democratic elections, either. In contrast to the international trends, Hungary has the second lowest proportion of female MPs in the EU, preceding only Greece. This backwardness is noteworthy also compared to the majority of the Central European post-communist countries. Similar to the previous election, women have gained seats from party lists also in 2002. In individual constituencies few women have been elected. The improvement of female position within office-holders is remarkable, however, six parliamentary committees does not consist of women, at all. Compared to male MPs, women tend to be more highly educated, be single, and have no or only one child. The rate of female MPs with three or more children is much more less than that of male MPs. The author claims that the relatively small number of women in the highest political decision-making institution reflects women's disadvantageous position in the society and the family. At the same time, its direct causes are explained by the attitudes of participants taking part in the process: only few female candidates are proposed by the political parties which does not take this question as a serious problem; women do not accept nomination in a great number, also because of their socialization and the burden of their family duties; and the electors usually do not vote on female candidates. The author concludes that in the improvement of women's participation in public life, women's organizations and also other NGOs could have a great role, however, without the EU's pressure of mainstreaming policies these grassroots initiatives cannot be realized.

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

Keywords: EU legislation, LGBT people, juridical procedures, NGOs

This report is a summary of the initiatives both of the European Union and the Council of Europe against all forms of discrimination, on the one hand, and a review of the experience of Hungarian civil organizations representing the rights of gays, lesbians, and bisexuals, on the other. Case studies due to the small number of legal actions are based on interviews, articles and announcements. The examples point out the serious problems of violence against homosexuals, the discrimination at workplaces, in juridical procedures and legal regulations (especially in case of civic partnership), of the police, and the stereotypes of LGBT people represented in the media in Hungary. The geneology of homosexual NGOs is presented as well as their relevance in the struggles against discrimination of LGBTs in all fields of their life.

9) Mocsonaki, László, and Bea Sándor, eds. 2000. *Amszterdam 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

The study emphasizes the relevance of the Amsterdam Treaty put into force in 1999 for gay and lesbian people in the EU since it concerns the discrimination based on sexual orientation for the first time. The ILGA-Europe NGO also had a great impact on the enforcement of this antidiscriminatory clause, and the book in its first part summerizes the guideline of ILGA both elaborating the importance of the Treaty and initiating a discussion on the ways of implementation. The second part of the book focuses on the legal and social status of gay and lesbians in Hungary, detailing the political events of the last ten years that concerned homosexuals. Beyond an overall review, regulations of homosexual partnerships and the role of civil society are highlighted.

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, férfiokról [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 paper studies legislative harmonization with the EU regulations in case of Hungary focusing especially on equal opportunities between men and women. The first part of the process was to compare Hungarian legislation with the one of the Union, called „acquis screening”. In autumn of 1998 it was revealed that Hungarian law basically corresponds to the expectations of the community, however, some conceptional problems have to be considered. The author explores these conceptional differences related to discrimination between men and women. He argues that even if almost all Hungarian codes contain an „antidiscriminatory clause” prohibiting discrimination based on sex and gender, this kind of approach is fundamentally a negative one in contrast to the positive

approach of *acquis communautaire* claiming that prohibiting discrimination against women is not enough, more proactive actions are needed. Beside the harmonization of laws in all relevant fields, like parental leave, child-care service, self-employment, equal opportunities in social services, in employment, positive discrimination, etc., the second phase is to implement the principal of equal opportunities in the everyday life. The paper emphasises that this is as important as to regulate discrimination, and argues that further affirmative actions, the refinement of regulation and long-term governmental action plans are highly needed.

1.2 English sources

11) Dombos, Tamás, Anna Horváth, and Andrea Krizsán. 2007. Forthcoming. 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” in the framework of Knill and Lehmkuhl. It provides a qualitative policy frame analysis of policy debates around an issue that is crucial in the field of gender equality policies in Hungary: anti-discrimination. The aims with this analysis are threefold. First, examine how gender issues are framed within debates about anti-discrimination policy. Second, study how Hungarian policy actors perceive the European Union and EU requirements in these debates. Finally, it aims to emphasize the importance of domestic repercussions of European discourses and argue 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 studied divergences of policy frames around gender equality.

12) Solymár, Bence and Judit Takács. 2007. Forthcoming. 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: transsexuals, health service, social insurance, Háttér Support Society for LGBT People, discrimination

This paper presents the main findings of the first descriptive sociological study of the situation of transsexual people 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 analysing how transsexual people as well as medical experts and other professionals perceived 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 has focused on the self-definition of the people concerned, who responded questionnaires and participated in interviews. According to the results of the research, the authors point out that transsexual people have to face several practical difficulties during gender transition of which they were critical. Firstly, criticisms of the contemporary Hungarian system of gender transition were collected. The main problem claimed against the system of gender transition was the lack of regulations, which may have resulted in arbitrary decisions, unexpected situations and a discontinuous flow of information. Many respondents thought that the professionals dealing with them had insufficient expertise and experience. Furthermore, criticisms of the system referred to problems around data protection that offended the rights of people intended to change gender. A second group of criticisms referred to the experiences of interacting with health care professionals and officials, which show that many respondents were unhappy with the quality and impersonality of these interactions. The essay argues that gender reassignment could create the conditions for successful social integration therefore it might be understood as treatment to prevent problems like unemployment or isolation later in life; and the state could assist transsexual people by providing reliable information and state services being more aware of the human dimension of their problems.

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

Keywords: gays' and lesbians' rights, homosexual couple, discrimination, sexual orientation, Belgium, France, Slovenia, Poland, Hungary, Romania, the Balkans

The volume is a multidisciplinary collection of studies that document the "impressive evolution" in the field of protection against discrimination based on sexual orientation, at the EU level, but also at different national levels. The volume deals extensively with legal situation, anti-discrimination work and same-sex partnerships. The first part brings together contributions related to gays' and lesbians' situations in the (then) 15 Member States of the European Union. One issue that the first part discusses at length is the homosexual couple. Frederic Jorgens focuses on the tensions between law and social norms. David Paternotte deals with the process of legal recognition of same-sex couples in Belgium. The volume also addresses the situation of sexual minorities in the new Member States. Is there a better place for gays and lesbians? Slovenian situation is analyzed by Roman Kuhar. Developments in Polish laws concerning discrimination based on sexual orientation are the topic of Patricja Pogodzinska's contribution. Judit Takacs gives a historical account of the Hungarian legislation concerning anti-discrimination on the basis of sexual orientation. Finally, two last articles explore the situation of gays and lesbians in Romania (Sinziana Carstocea) and the Balkans society (Jean Arnault Derens).

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

The aim of this paper is to illustrate some of the conceptual and implementation issues around the gender mainstreaming strategy as those are reflected in the Hungarian case. It analyzes the Hungarian policy context in terms of presence of the gender mainstreaming approach, and in terms of 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 became a powerful policy approach in the last 3-4 years, 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, meant primarily the de jure harmonization of Hungarian legislation with relevant EU directives. The second stage, the beginning of which can be located somewhere around mid 2003, meant Hungary's joining the 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 IGLYO and ILGA-Europe 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 which affect young LGBT people and it illustrates the everyday discrimination and marginalisation which LGBT continues to experience in all EU member states. Its aims are to contribute to national and European policy-makers' understanding of the need to formulate social inclusion policies that bear in mind the specific needs of LGBT people, and especially in the context of the EU social inclusion process, and also to raise awareness about the need to take into consideration how multiple forms of discrimination interact to put people at a particular disadvantage and risk of exclusion, therefore the main focus of this research was placed on the young LGBT people. To achieve the two aims, the report examines the main mechanisms of social exclusion which affect young LGBT people in relation to education, health, employment and active citizenship. The concluding sections also include a compilation of good practices and recommendations for EU institutions and member states to promote social inclusion of young LGBT people.

16) Danova, Savelina. 2006. RomWom country study Hungary. In *Report on "Economic aspects of the condition of Roma women"*. Eds. Jochen Zieba et al. Berlin: Berliner Institute für Vergleichende Sozialforschung.
<http://www.rpa.sk/dokumenty/gesamt.pdf>.

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

The study on “Aspects of the Economic Situation of Roma Women” was initiated and financed by the European Parliament, DG of Internal Policies, Policy Department Citizens’ Rights and Constitutional Affairs. It was prepared during an eight month time span between August 2005 and February 2006. The purpose of the study was 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 labour market related to their low level of education, and early child-bearing. It shows the higher unemployment rate of Romani women compared to that of Romani men, which is still higher than the non-Roma’s one. The study highlights the poorer access of Romani women to health care and housing than non-Roma people. It gives both information on programmes and policies aiming towards improvement of economic and social situation of Romani women, and recommendations referring to policies to be enforced. Moreover, an overall conclusion of the report is that the available information on Romani women in each country is rather thin and uncertain. Even socio-anthropological researches are missing, and most data are estimations. Hence, a recommendation of the whole project is the improvement of research and data gathering with regard to Roma and especially Romani women.

17) Fábrián, 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 aims to represent one more step in the process of understanding women’s changing situation in post-communist European transition countries. At the beginning of the paper the main developmental changes that affected women’s status in post-communist Europe establish the context for making comparisons between various countries. The second part of the 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.

18) Krizsán, Andrea and Enikő Pap. 2005. *Equal opportunities for women and men. Monitoring law and practice in Hungary*. Budapest: OSI

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

This report was written in the framework of the 'Bringing the EU Home' three-year project (2004-2006) which was a follow up to the Program on Equal Opportunities for Women and Men in the European Accession Process. 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 that lacks in Hungary, and the problem of the scarcity of human and financial resources of the existing machinery operating within the framework of governmental mechanisms in charge of general equal opportunities. Beyond the institutional problems, a relating major concern is the absence of a coordinated gender equality policy that would give a direction and an evenness to progress in the field of gender equality in Hungary.

19) Tímár, Judit. 2005. Gender and spatial inequalities in Hungary in the transition era³. In *Hungarian spaces and places: patterns of transition*. eds. Györgyi Barta, Éva Fekete G., and Irén Kukorelli, 307-322. Pécs: Centre for Regional Studies.

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

Keywords: policy analysis, mainstreaming, Roma minority, constructed 'problem' in the policy discourses

This paper explores on a theoretical basis 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. Thus, the paper 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 statements. Firstly, she argues that 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 and EU-wide Roma mainstreaming framework. Secondly, Horváth demonstrates that 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.

³ The book is currently not available, however, this chapter of it is expected to be annotated in the future.

21) 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 essay illustrates specific features of recognition struggles in the Hungarian postcommunist regime. Two different groups are analyzed. First, attempts of Hungarian women to gain recognition and respect in work is focused – women's work that had been forcibly locked into informal work within the household and the immediate community, and was non-recognized and unpaid under the old regime. 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 latter issue leads to the presentation of a totally different type of recognition struggles: the mobilization among Roma, who experienced discrimination and poverty under communism as well as postcommunism, although the causes and legitimizing ideologies have gone through substantial changes. The choice of these two types of struggles are explained by the specific sociopolitical space that has been developed after socialism. As per the author's argument, state's roles and responsibilities in matters of social protection have negative effects on Roma, in terms of chronic poverty and deprivation, while women gained opportunities for entering new occupation and the betterment of their economic and social position. 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.

22) EUMAP. 2002. *Monitoring the EU accession process: equal opportunities for women and men.* Budapest: OSI.

Keywords: equal opportunities, accession countries, legislative harmonisation

According to the evaluation of this report, with the exception of Directive 97/81/EC concerning the framework agreement on part-time work, Hungary has harmonised its national legislation with the relevant EU Directives on equal opportunities and met most requirements, de jure. The modification of the Hungarian Labour 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 both of 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 realisation 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 marginalising women's rights and weakening the potential impact of EU accession on equal opportunities.

23) Bíró, Ildikó, and Erzsébet Mária Szabó, eds. 1999. *Institutional mechanisms for the advancement of women in Hungary*. Budakeszi: Karat Coalition.
http://www.karat.org/documents/hungary_mechanisms.shtml.

Keywords: state institutions, policy analysis, roles of 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 National Action Plan. The editors argue that, like in many other countries, de jure gender equality exist, however, three years after the Beijing conference and after the launch of a National Action Plan only small results have been achieved to promote gender equality. Although in the Plan it is explicitly stated, the Government, the Parliament and the competent ministries have not adopted any remarkable action to abolish gender discrimination relating to employment, social and family care as well as health care. In the authors's view, the basic problem of implementation of the Beijing Platform for Action – besides the lack of commitment of the governments – is the lack of exact determination of tasks and that of competences. The tasks and activities of the government and the NGOs are usually mixed up, and thus the responsibilities and accountability of the public bodies are minimised. 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

A key priority of EU efforts is to ensure equal opportunities for women and to 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 programme for progression in terms of equal opportunities. First, 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 structure, are much more advanced in these processes. And thirdly, the idea that politics has its relative independence appears to be justified in many respects. Ilonszki claims that relying on these, equal opportunity programmes for women are possible and urged to 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 intends to give an overall view of the standard elements of the disadvantaged position of women in higher education, their difficulties on the way of their academic career together with an overall picture of the changes in higher education in the past fifteen years. As a result of the investigation it seems that the imbalance of women and men in upper rank and more prestigious positions is rather a symptom than the disease itself. Therefore the author argues that 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 is much rather dependent on the change of gender stereotypes in the family and in the 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 the heritage of socialist state emancipation of women: encouraging figures on the surface and hidden controversies in the background. This heritage has been decisive for the indifference and lack of interest of policy makers in gender inequalities in Academia that will be addressed in the second part of the paper. Investigating the reasons of this lack of interest, the second part gives a short overview of the changes in the wake of the 1989/90 soft revolutions with special regard to the current ambivalent status of women in Academia, a mixture again of positive figures in the statistical headcounts and worrying developments in the background. The third part makes an inventory of the reasons of the hindrances of female careers in the fluctuating post-socialist situation. The last part draws conclusions from the survey and tries to outline a few possible ways for further progress.

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

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

The topic of this paper⁴ concerns the role of the 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 the EU directives in national legislation, while now the problem consist rather in the effective implementation. The first part of the paper presents a historical analysis of the roots of European social policy, then, the main actors of the policy making process. In the second part the implementation of directives concerning equal opportunities, like equal pay for equal work, or like equal treatment at the workplace, is analysed in case of Hungarian small and medium enterprises. The author concludes with identifying the factors which hinder and/or favor the implementation process, and points out the lessons that can be learned by the new candidate countries, focusing primarily on Romania.

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. Gender Studies. Budapest: Central European University.

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

This paper aims to explore the impact that the process of European integration had in the institutionalization of equal opportunities policies in the CEE accession countries. I will look at the extent to which the existence of an assymetrical relationship between the EU and the 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 *acquis communautaire* are exclusive matters of state institutions and supranational organizations, while the civil society does not play an active part in the process of policy-making, could lead to a formal adoption of external norms that fail to materialize in concrete actions. Takács analyzes comparatively two case studies conducted in Hungary and Romania, in order to highlight similar patterns in the process of accession negotiations and on the possible shifts and changes that may occur after the moment of integration in the case of Hungary. Finally, she explores the extent to which a 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

⁴ This annotation is based on the abstract of the MA Thesis.

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 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.

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 paper, 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 labour 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 favourable positions in most areas.

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>

Keywords: caretaking, female workers, lack of part-time jobs, social and family policies

This paper summarizes the results of the research that tended to explore women's will and opportunities to go back for work after caretaking at home, and surveyed the obstructive factors of employing these women. Mária Frey claims that the economic disadvantage of inactive women as being caretakers could be eased not only by better information on their opportunities to work besides taking care for children or elderly people but also by providing more part time work or more flexibility in working time. In Hungary the number of supplied part time jobs is extremely low also because of the relative high costs of these types of employment and hence women are often forced to work informally. At the same time, the lack of social services, especially in the smaller towns, or the deficiency of the infrastructure of social provisions hinder the caretakers' demand for work. The author argues for the propagation of family friendly workplaces, and also for the propagation and the legislative regulations of the state supporting 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 Ríport 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: flexible work time, head of the family, division of labour

The study is based on the data constructed during a comparative research 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 labour 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 the family', who is considered to be one, and according to what. Thirdly, they study the connection between 'the head of family' conception with the division of labour 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 in a family doesn't mean that in that family more traditional gender roles prevail.

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

Judit Durst conducted a research among Roma women living in a small village in deep poverty. She studied the reasons of early child-bearing among these women. As a result she definitely opposes the perceptions that bearing a child at an age of 14-15 year would be part of a some kind of Roma culture, or it could be invoked by a biological characteristic featuring this ethnicity (earlier sexual maturity). The phenomenon typically concerning the female inhabitants of this village is proved to be a result of their marginalized situation, the lack of those resources that most members of the majority obtain in order to become adults, and financially more independent from their previous families. The studied Roma women live in segregation regarding both their housing and education, and feel that they do not have chance to find a job in the formal economy. They bear a child very early because this is their single 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]. *Munkaügyi Szemle* 3: 23-28.

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

This study explores both the time and the value of the paid and unpaid work that men and women do in their everyday lives. It estimates the values by a microeconomic model and the theory of opportunity costs. As a result the authors sum up that generally more men provide paid work, and usually in a longer time period than women do, while women provide much more unpaid work and in a much longer time period related to the gender differences in the rates of paid work. Moreover, beyond the gender dimension, all the educational level, the age, and the type of the settlement where men and women live influence the value of their work, and, for example, a poorly educated woman around 40 living in a village less probably provides paid work due to her multidimensional disadvantage on the labour market. The authors conclude that the work of women is underestimated and underpaid. Hence, the profiles of careers of men and women refer to the classical division of labour between men and women in a household, as well.

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

Keywords: child-care assistance, women's employment, labour market

In the 90s about 9-10 per cent of Hungarian women were away from the labour market in order to utilize the child-care assistance. Three surveys of the Hungarian Central Statistical Office that studied the status of these women show that the reemployment of these women is getting more and more difficult, and hence a growing share of young women become economically dependant after the child-care time period. In 1999 only 58 per cent of women who took use of child-care assistance and had had a job previously thought that they would be employed again, but even out of them only 48 per cent wished to grasp this opportunity. According to the surveys, the need for employment has a strict positive correlation with the number of children. The majority of the surveyed women feels that having a child (or children) is a disadvantage in the labour market, and especially poor or less educated feel this drawback stronger. However, even in this case, their conceptions on having a family and bearing a child is not influenced by their professional carrier (or the lack of it).

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 focusing on women's propensity to work along with child-bearing, women think work to be of importance primarily because of financial reasons, while career and individual ambitions are less relevant. In the 60s and 70s the traditional conceptions on the role of men and women was typical in the Hungarian society. It changes somewhat in late 80s, and the rate of those women rose who wanted to work also without financial pressure, first of all part time. After transition the transformed labour market has strengthened the traditional conceptions on men's and women's role in the family again. At the same time, the two-earner family model became even more expanded. The author argues that women at home are concerned rather financially than mentally. The situation of caretaking women became more difficult, therefore family policies have to deal with this question to be successful.

7) Spéder, Zsolt. 2001. Gyermekvállalás megváltozott munkaerőpiaci körülmények között. [Child-bearing under the changed circumstances of labour 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, labour market, economic approach, sociological approach, partner's activity

This paper explores the interests of women and men regarding child-bearing from two different approaches after transition. Firstly, the author applies an

economic approach to explain the reasons of a decision made on child-bearing by families. He argues these kinds of decisions depend on all the dynamics of the labour market, the activity of both men and women and the difference between their status, the amount of child-care assistance, and the economic situation of a family. According to a sociological approach, in the background of deciding whether to bear a child or not stand the social conceptions on men and women's role, on the division of labour within a family, on women's employment. In the second half of the paper, Spéder presents the tendencies of fertility under the circumstances of radically changed labour market after 1990, and highlights the relevance of men's employment in child-bearing. He concludes that the decreasing number of child-bearing tends to underpin the relevance of economic explanation for 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://epa.oszk.hu/00000/00058/pdf/scharle.pdf>

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

An increasing rate of self-employment is observed by the article that explains this trend with the extended opportunities in the service sector on the one hand, and the growing number of the unemployed out of whom some groups are almost unable to become re-employed, on the other. Empirical data are not sufficient to tell which of these two had a greater impact in Hungary during the 90s. The article analyzes the effects of unemployment risks, relying on the data of the National Central Statistics Office, and explore to what extent the family enterprises can help unpaid workers to become self-employed. The results show that the fall of the workforce demand incited women to become self-employed, however, not particularly through family enterprises, while it has hardly affected men's self-employment rate.

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

Keywords: child-bearing, participation in the labour market, social capital

The paper investigates the social determinants of women's (married or living in a partnership) decision on interrupting their work for child-bearing. It focuses on this mechanism and the impacts of the policy measures on employment, childcare and family support in a postcommunist economic and political system. For this analysis, the Hungarian Social Mobility Survey Data of 1992 are used. Studying more than 5000 married couples selected from the sample, the authors compare two hypotheses both based on the economic approach of a family: the importance of the comparative economic advantages of the spouses is compared to the cultural (educational) homogeneity of them in case of deciding on child-bearing and maternity leave. It is proved that educational homogeneity in the family matters more than the economic position of the spouses. Hence, this also

means that an undereducated woman leaves the labour market with a higher probability if her husband's occupational status is also low, and even if women with higher education and occupational status have smaller hazard for leaving the labour market, they spend shorter time at maternity leave. This means multiple disadvantages for a caretaking woman on the labour market. Scholars also explain this phenomenon with the theory of human capital and the lack of it in case of undereducated families.

10) Frey, Mária. 1999. Otthonteremtő 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 1990s the rate of the non-employed people related to the employed ones with a working age doubled in Hungary, and grew from 20 to 40 per cent. Out of the 2,5 millions non-employed population, 477 thousands were unemployed, and the rest was inactive for different reasons. Even if the rate of unemployment has stagnated after the mid-90s, inactivity was steadily growing. The author explores this process through disaggregated data by gender, as well, and concludes that while the rate of the non-employed related to the employed ones in case of men is 35 per cent, the rate of that in case of women is 47 per cent. Since unemployment is somewhat higher among men, only the much higher rate of inactivity among women can explain this difference, especially the higher rate of female caretakers and 'other inactives', means being housewives. On the one hand, this paper demonstrates the reasons of this process in the 90s, on the other, it recommends a solution how to ease women's burden in the family. The author's main argument is that 'home-making' activities should be commodificated as a service, and households potentially demanding for 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

According to two major Roma surveys, this paper explores the links between Roma girls' and boys' educational achievements, opportunities of further studies and employment, and the fertility of Roma girls related to the non-Roma majority as well as within the different groups of Roma ethnicities living in Hungary. It reviews some social problems regarding these issue, not especially but mostly concerning Roma – those who are marginalized groups of the Hungarian society. On the one hand, the author highlights the typically lower level education of Roma children, on the other he hopes for the increasing opportunities for them to massively attend secondary schools due to the decreasing number of non-Roma children since the mid-90s. Nevertheless, he also claims that it can affect boys

and girls differently since - referring to the traditional roles of men and women featuring Roma cultures - Roma men can earlier realize that without sufficient educational level they cannot be a respectful member of their community as breadwinners, while women by bearing a child makes them useful as regards the secured and systematic income of child-care assistance. Hence, the pressure towards higher education concern girls less than boys, however, by policy incentives to get employed also in the majorly Roma lived regions, Roma women most probably should not suffer from the negativ effects of 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 18-40 year old men and women studying the propensity of child-bearing. In one-third of the cases the author found that reconciliating motherhood and work causes a serious problem which especially concern younger women, women receiving child-care assistance, and the unemployed. The author explores that these women feel having disadvantages on the labour market in case of chil-bearing, and if they are over this period they are treated as too old to work, around 40. She argues that the government has to find solution to these conflicts appearing on a social level, and has to provide sufficient financial help for child-bearing since in long term unfavorable demographic changes will heavily burden the younger generations once current young generation retire. 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 should be validated, and also guaranteed supporting employees.

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

Keywords: child-bearing, changes of the maternity benefits, demographic changes

There is and also used to be during the socialist era a definite link between child-care assistance and the demand for labour force. The author argues that beyond the fiscal and demographic characteristics, the social policies concerning maternity benefits were generally influenced by the current rate of unemployment and the operation of the labour market in the country. She mainly focuses on the changes of policies in the 90s and highlights that since transition till 1995 the system of assistance was enlarged, referring to the demographic changes and the decreasing number of child-bearing, while austerity in 1996 was reasoned by financial and funding problems. Nevertheless, Lakatos claims that both shifts are the results of changes on the Hungarian labour 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, 1990s, rate of education, occupational group

After transition the high rate of unemployment concerned women as well as men since in Hungary – like in all postsocialist countries – women's activity has not really differed from men's one during the socialist era. However, because of the existing differences between genders in the rate of education, the distribution in the sectors, the type of employment and other characteristics of employment female unemployment has certain distinct nature, as well. The author first give the reasons for women's growing unemployment rate during the 90s, then outlines its expected tendency. Presented data for her argumentation are broken 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, women as housemakers, lack of part-time work

This paper is mainly based on an attitude analysis of men and women towards work-life balance in the lives of women. In 1988, according to a survey, Hungarian men represented a more conservative argument than his Western European and North American counterparts, concerning women's employment and child-bearing, while women's opinion was similar to the Western European average. Nevertheless, as per another survey conducted by the author in 1994, these (schematic) attitudes seems to have changed, and the tendency that men in each country are somewhat more conservative in family issues than women turned upside down. Tóth reveals that in 1994 more women than men considered that full time employment of women can threaten the life of a family. Only higher educated women tended to mostly deny this claim. The author presents that while the scheme of woman as a housemaker has strengthened, the validity of a dual-earning family model has not been challenged, and neither has the part time employment emerged. This means a deep discrepancy in the everyday life of families since their 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. [Counter balancing paid work and family life]. *Demográfia* 44(3-4): 280-304.

Keywords: family-work balance, labour market, taxation, child support, parental leaves

The article uses former OECD and EU researches dealing with the problem of balancing work and family life from the perspective of the labour market to give a more comprehensive, comparative description of the problem families, and especially women have to face with in countries of market economy. Mothers as work force – claims the author – counts as a very important factor in most of the

industrialized countries since the average age of the population is increasing, and therefore 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 have to be able to retain their knowledge on the labour market. Thirdly, 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 have to apply policies that encourage both 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 the average income; and the system of child support and parental leaves in the countries where data are available on this.

2.2 English sources

17) Engel-Di Mauro, Salvatore A. 2006. Citizenship, systematic change, and the gender division of labour in rural Hungary⁵. In *Women and Citizenship in Central and Eastern Europe*. eds. Jasmina Lukic, Joanna Regulska, and Darja Zavirsek, 61-81. Hampshire, Burlington: Ashgate.

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 the sex composition of immigrants coming to Hungary and some of their major characteristics, partially based on statistical data, and partially based on 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 migration strategy women and men have when they leave their birthplace; whether there are differences in migratory networks of men and women. Although the main stated reasons of migration – insecurity of the future, and the wish to improve living conditions – are equally frequent among men and women, however, men are more concerned about the economic and political conditions of the home countries and the career options, while women stress more family and private life issues. Investigating the labour market situation of different sexes of immigrants, the author claims that men more successfully integrate into the labour market than women and even if women's level of education is usually worse than male immigrants', it is true for higher educated women as well as non-educated women related to these groups of men. Besides, migrants above 40 have even worse chances to be employed in cases of both genders.

⁵ The book is currently unavailable, but this chapter is expected to be annotated in the future.

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 unfavourable labour market conditions have the effect of increasing the number of children, and 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 realistically consider continuing in education or getting a job, even if new education policies or better labour market opportunities make these options available. Experience in Budapest shows that improved education opportunities can significantly reduce the rate of Roma women having children in their teens, and that better labour market chances result in a relatively rapid change in the demographic behaviour of adult Romani women.

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

Keywords: work-life balance, masculinisation of jobs, caretaking, gender ideologies

In this paper 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 analyses the 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 way. The author argues that the combination of the legal profession's remasculinisation on the one hand, and the unchanged division of care work in the family on the other hand, lead to women's segregation in the state sector, and in vulnerable, part-time employment in the private sector. Women studied view their exclusion into these gender segregated positions as the outcome of the conflict between work and family, and often self-select out of masculinised occupations. This process is supported by conservative gender ideology prevailing 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/>

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

This paper was written on behalf of the Roma Women's Initiative of the Open Society Institute and it is part of Roma Women Initiative's efforts to collect

existing research evidence and data throughout the CEE and SEE region based on which policy recommendations can be formulated both at the national, regional and European level in order to support Roma women's participation in the labor-market. 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 entirely lack the 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 lack the gender perspective in that they 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 demonstrates Roma women's specific labor-market position through contrasting it, where possible, to Roma men's, and disaggregates data also by educational levels and settlements. It reviews the enforced policies concerning Romani women, as well, and also the lessons learned from them. It concludes with the policy recommendations for the improvement of the situation of Romani women in the labour 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_a5.pdf.

Keywords: new welfare regime, family caretakers, women as potential carers, caretaking for the elderly

After transition in Hungary a new welfare regime has been taking shape. Besides the formal ones, a large number of foundations appeared as service providers. A few private service providers also appeared but their presence is 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, neighbours – continue to play an important role as helpers. According to the report, there has been no comprehensive research on the gender of family carers providing care or nursing for older persons, however, in 2001 a representative survey found that 11,3 % of the elderly counted on their daughters and 8,7 % on their sons. At the same time, because of their earlier withdrawal from the labour market, more women than men are potential carers. The professional carers for the elderly employed in nursing and care jobs by local authorities, foundations, etc., regardless of whether they are trained or untrained, are almost exclusively women. The paper tends to explore both social and policy aspects of all kinds of family caretaking, however, rather only caretaking for elderly people is elaborated. It argues that despite the dynamic development of recent years concerning the Act on Social Welfare (1993) many types of services are lacking or not sufficiently widespread, and family carers 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 Labour Office.

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

The report analyses and compares the labour market situation of men and women, and also gives a historical review on the social security reforms after 1990. Regulations and benefits of both the family support system and the pension system are elaborated and detailed, while also the impacts of reforming these two systems on gender equality and the division of labour between men and women are examined. The authors argue that the old pension system had some provisions that mitigated income inequalities, unfavourable labour market trends, and the unequal distribution of child care activities. Following the reforms in 1997, under the multi-tiered system, benefits will correspond more directly to contributions, there will be greater differentiation in benefits, and the gender wage gap and unequal sharing of child care activities will put many women in an unfavourable position after retirement. At the same time, the reduction 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, while 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 tier.

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

Keywords: state socialism, sex-segregated welfare state, gendered welfare state, welfare reforms

This book is a review of the shifts of welfare reforms from 1948 to 1996 in Hungary, especially focusing on women's situation in the society. It differentiates various periods when women were differently concerned by the social services of the regime. Due to the establishment of a welfare society in 1948 and the socialist state ideology women could emerge on the labour market and more and more women got employed than earlier. Nevertheless, the strict abortion rules and the development of child-care assistance in 1968 reduced again the number of working women, spurred them to stay home for taking care of the child, and so a new, maternalist welfare state has developed which prevailed between 1968-1985. The more liberal welfare state started with the reforms in 1985 when the child-care fee was introduced by which women, who worked before child-bearing, could get more benefit according to their previous wages. This was completed by a child-care aid in 1993 since when women could decide if they want to be a homemaker and full time caretaker in their family in case they had more than 3 children. This period ended up with the recession of 1995 after transition in Hungary, and when child-care fee was temporarily abolished in 1996. The book primarily wants to draw the attention to the connections of labour market, social services and the gendered characteristic of the welfare state in an Eastern European country, which can also inform Western state theories and politics – argues the author.

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 to illuminate 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, heritage of the postsocialist era, 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 evidence, 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, what results 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 Labour.

Keywords: feminization of poverty, unemployment, inactivity

This article reviews the theories on the feminization of the poverty, however, in the summary of the author's own research it concludes that there are no relevant difference in the risks of poverty between men and women in Hungary. At the same time, Spéder reflects on the fact that results also depend on the applied methodology and further researches are needed to get more information on the situation of poor men and women. He recognizes that much more elderly women live alone than men, and even if their financial status seems to be acceptable, evaluation can be given only in case of a more detailed research. Among single parents women are also overrepresented. The paper claims that since today mainly divorced or widowed individuals were categorized so, but if the trend proceeds that more and more young women bear a child without marriage or partnership, then a massive social group with high rate of poverty is expected to evolve in the future. As per the analysis, poor men rather 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 seems to differ in case of men and women, what also explains the need to refine the issue.

28) Széman, Zsuzsa. 1994. *Employer policies towards older workers in Hungary*. Vienna: IWM. <http://www.iwm.at/publ-spp/soco11pp.pdf>

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 of the 90s it became easier to be dismissed over 45 or 50 which resulted mainly in durable unemployment, especially in case of women, since the age of their retirement was risen to 60 years in 2000. The problem mainly concerns blue collar women who are usually considered to be 'worn out' by the managers, according to the author's research, and hence it is very difficult them to find another job, also because of their low level of education. Generally, the author argues that if the aging workforce, basically over 40, is being forced out of the Hungarian labour market aiming to replace them with well-trained younger manpower, as it seems to be the case, this proportionately small active workforce will be incapable of supporting the great numbers of elderly and, at the same time, the substantial population of young people, like the unemployed and young women on parental leave. She claims that the long term solution will definitely be to bring the elderly back into the labour market, principally into the tertiary sector, however, no welfare or social policy concern 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*. Luxemburg: Office for Official Publications of the European Communities.

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

This report is based on the reports prepared by the 30 national experts (in 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 5 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 Kanjuo-Mrčela. 2006. *Gender inequalities in the risk of poverty and social exclusion for disadvantaged groups in thirty European countries*. Manchester: The University of Manchester.

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

Gender mainstreaming is specified as a key requirement in the Social Inclusion Process; however, this approach to policy design and monitoring is still underdeveloped and often absent from National Plans. The aim of this report is to inform and help develop the gender mainstreaming of 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 which 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 – or actually because – of the fact that the mass participation of women in the labour 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 stand 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 labour markets of the Czech Republic, Hungary and Poland*. Geneva: UNRISD.

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

This paper assesses trends in women's labour-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 labour-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 significantly lower-level positions in the labour 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 labour 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: ILO.

Keywords: family care, work-life balance, family-friendly workplace, policies and 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 to be better able 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 conflict between 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*. Manuscript.

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

This paper 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, and indicates where they still show special characteristics in respect of these issues in comparison to the older, Western industrial democracies. This overview is presented in three steps, and shows the common features in the developments affecting female workers as well as those affecting the labour 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 one 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. And final part looks into the changes that seem to promise favourable developments in respect of the elimination of the gender-role differences, the only way to true labour 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*. Luxemburg: 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 the 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), sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted towards the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two 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. If 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 the 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.

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.

Keywords: unemployment, voluntary, involuntary, 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 labour 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 labour market. Similar developments, albeit on a smaller scale, occurred in the other ex-socialist countries as well and although the loss of the labour 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 paper 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 of it 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 labour market: the reasons of their inactivity and employment options available to them within and without the organised economy.

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 the 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 European Union (EU), with special emphasis on the ongoing shift towards an integrated approach to early childhood care and education (ECCE).

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 Labour Office.

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

This chapter of the report on social security reforms in some postsocialist 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: the 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 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 in 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 familism 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, child care services, labour 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 child care, maternity and parental leave, family support, unemployment and labor market policies, retirement and abortion laws, the authors identify the differences and the 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 which 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 the 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, acces to healthcare, poverty, women within ethnic minorities, Central and South-Eastern European region

The report is the result of the first project undertaken by the International Helsinki Federation for Human Rights on women's rights. The survey has been made throughout the entire Central and South-Eastern European region, and it presents not only the results of several analysis carried out during the last ten years concerning various aspects related to women's rights, like domestic violence, reproductive rights, acces to healthcare, poverty and its implications, but the facts and figures of some new topics as well, such as 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 situtation 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 researches, 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 on the labour market increased after the collapse of the communist parties in Eastern Europe, whether women are 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 1988-1993, 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 them as much as expected.

45) Sz. Oláh, Lívia, 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 Northern 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 are included in families. Hungary is at one extreme, with its men more likely to live in families with children than the other two countries, and those children are the most likely to be biological children. 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 the family lives and division of labour between men and women in the three researched countries. They conclude that state support can promote men's greater involvement in children's lives and thus strengthen their roles as fathers, which also stimulates the development toward more egalitarian relationships between men and women, and hence advance 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 decision between marital and non-marital relationships and claims it does not differ on the basis of gender, but depends on the activity and educational level. The less one is educated or the more his/her status on the labour market is uncertain, the more he/she is prone to choose non-marital relationships that provide 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. While formerly, rather longer marriages has broken up, recently young married people divorce to a greater extent. As far as the number of children are concerned, the research argues that the more children the 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 denies those argument that the representation of traditional values on the men's and women's role would protect marriages, and the formerly prevalent family models.

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 a research on partnerships conducted among men and women in different educational status and living both in urban and rural areas. The main focus of the research were the young in their thirties. In contrast to the younger (under 30) or older (above 40) population, people in their thirties usually live in stable partnership or marriage, however, significant variations were registered according to the environment of the settlement and the educational level of single women, and as if they rear a child or not, regarding their chances to get employed or have an enduring partnership. The author argues that a structural inequality can be discovered between single women and single men in

their thirties since these single women – in face of men who are still independent – are usually single mothers rearing their child alone. She says that the process of individualization featuring also the Hungarian society concerns women as well as men, though, due to the traditional preferences of values and the expectations of the environment regarding partnerships influence women's choice on marriage more than men's. Therefore young women's lifestyle yet be different from young men's: women have to undertake more social and reproductive responsibilities than men do.

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

Keywords: family policy analysis, family types, gender roles

This paper is a commentary referring to the second version of the policy paper which was published by the Ministry of Social and Family Affairs in 1999. The first version of the policy paper on families was highly debated, but related to that one the author claims it has changed somewhat positively by considering the functions of a family more than that it has reproductive rights and biological „obligations”. Nevertheless, she highlights and details the problematic approach of this policy paper towards contemporary changes in the family structures. Adamik argues that it is not ready to face with the tendencies of changes in the Hungarian as well as in other Western European countries' families, 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 prevailing less and less. This discrepancy between the normative family conception of the policy paper and the reality of the emerging new family models passed over in silence is judged by the author. She criticizes that the state totally negligates the exploration of the reasons behind these changes what indirectly leads to the emphasis of the responsibility of individuals, 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 also criticizes the policy concept on families published in 1999 by the Ministry of Social and Family Affairs. The argumentation is primarily based on the highlight of the economic problems. It admits the policy-makers' goodwill and also awareness of different situations of the families, however, it judges its discriminatory process by redistributing public incomes only to those family types whom are considered to be an ideal one. Beyond this discriminatory social policy that supports primarily middle and high class families (whithin which couples are married) without recognition, even the outlined financial implementation of the policy concept is contested by the authors. It is claimed that the Ministry has little power in making decisions on financial redistribution and thus the budget of social policies is systematically weaker than it would be needed. Women's employment besides child-rearing is of importance as per the policy paper.

However, its practice is not described what only strengthens the belief that the Hungarian social policy always suffers from the 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 concentrates on three different conceptions. Firstly, Morvai argues that the conception of 'family' and that who is counted as 'family' according to the paper is not clarified. She states that the way how this notion is used is contradictory on the one hand, and discriminating on the other. Its relevance becomes clear when it is defined that what types of families should be considered as subjects of family policies as well as 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, criticizes that instead of undertaking responsibility to work out a complex and comprehensive strategy concerning the issue, the state expects solution from the civil organizations and the civil sphere. Thirdly, Morvai highlights the open discrimination against Roma of the conception on housing issues, and emphasises the necessity of further debates on this second version of the policy paper.

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, instabile families

This paper elaborates the results of a research that compared the attitudes of mothers towards marriage with a child or children to the reality of their marriages. The research found that the institution of marriage is still an appreciated and welcomed form of cohabitation in case of child-rearing, however, the number of marriages decreases, the pattern of non-marital relationship spreads over, and the more and more children are born outside marriage. As the author argues, it means that norms are not consistent with the changing demographic patterns, yet. She also claims that the expansion of cohabitation without marriage should not be considered as a positive process since it can lead to the higher instability of families that can have negative effects on children, and also according to the authors evaluation, the decrease of marriage also mean the lower rate of child-bearing since fertility rate in other forms of cohabitation is usually less.

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

In the focus of this paper stand the changing patterns of family forms and samples of cohabitation. Both demographic processes and attitude surveys show that marriage, the traditionally prevalent and respected form of cohabitation, lost its popularity in recent years. The author draws the attention to the youth's delay of marrying, which leads to the fact that many young people remain in a child status at their parents' home, while many of them live in non-marital partnership. The latter began to be the prevalent form of cohabitation among the youth. According to statistics, husbands die earlier, which means that most of the married women become a widow and that mostly women have to bear all the financial, psychological and social burden of widowhood. The number of divorces increased again at the end of the 90s, and since the number of marriages is lowering as well, the number of divorce for a thousand of marriages steadily grows. These trends already began in the 80s, that is transition is not a reason for these changes but only strengthen these shifts.

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

The paper highlights the increasing heterogeneity of family forms in Hungary, and finds policy is lagging behind the new living arrangements of families. As in the other Central and East European countries that are compared in the edited issues of the IPROSEC project, researching changes of the socio-demographic and family structures, as well as the policy responses in the EU member and applicant states, Hungary has witnessed the collapse of the state, and it is families, rather than private or civil society organizations, that are taking on responsibility for family care. While Hungarian families are more 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? *Harvard School of Public Health. Francois-Xavier Bagnoud Center for Health and Human Rights 2000*: 197-218. Boston: Harvard School of Public Health.

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 neighbours, 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. Gender Studies. Budapest: Central European University.

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

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

This article draws attention to the complexity of motherhood, and the multiple meaning of the conception since in terms of artificial insemination and surrogacy motherhood can be fragmented into distinct isolated phases, like conception, sheltering the growing embryo, delivery, and child-rearing, which can also mean that motherhood itself is reducible to a chain of different jobs that women may be hired to do, providing a convenient solution to the problems of a woman who

becomes a mother (in some sense) but intends to continue with her already existing activities. These questions have strong gender implications, since surrogate mothers are necessarily women. Even if the issue is explored by a legal approach, the author highlights the economic reflections of assisted procreation, as well, in terms of both commercial surrogacy and insurance. She discusses the ethical questions this topic raised, and points out the interrelations of the problem with other legal fields, like human rights, family law, birth registration, allocation of resources, medical secrecy, etc. The author concludes that legislation should focus on access to these kind of services, the quality assurance aspects of the assisted procreation centre, as well as arranging the various details of the procedures and the possible legal consequences.

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, drop in 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 behaviour, 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. Gender Studies. Budapest: 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, in spite 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 Pennec, 60-66. Leicestershire: European Research Centre.

Keywords: family policies, demographic trends, conservative values

This paper was carried out within the frameworks of the IPROSEC project launched in 2000, which was concerned with changing family structures and relationships in selected EU member and applicant states, and with the policy responses formulated by national governments and at European level. Hence, it explores the contradictions between demographic data, attitudes and values concerning families in Hungary. It is found that, although radical changes have occurred in life-styles 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 behaviour, and note that, in the 1970s and 80s, individual and collective ideology had 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 viszonyok: 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 an empirical research conducted by the National Criminological Institute in 2004. 117 cases when exclusively women, or both women and children were physically abused by the partner or the father of the victim were analysed in details. According to the research, the author claims that violence is not single event but part of a process. The preservation of the victim in dependence and isolation were characteristics of these abuses. In half of the studied cases the author found the alcohol as the main reason of the violence, in two-fifths of the cases the bad relationship as that and in one-third of

the cases financial problems, unemployment and poverty explained the violence, according to Fehér. She argues that in the appearance of domestic violence attitudes, the strict patriarchal schemes on gender roles, marriage, family and child-rearing, the endeavour to powerful positions in the family have had a great role. At the same time, in juridical procedures the conflicts, disputes preceding the crime and the actual reasons of battering are not explored, which also makes it difficult to reveal the processes of domestic violence. The author also queries that jurisprudents and judges are aware enough of the characteristics of domestic violence to reveal the cases appropriately and to point out their relevance.

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, also in terms of legal procedures, health, prevention and reintegration. It contains several chapters concerning the characteristics of deviances, victimology and the concepts 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 aim of the book is to open up a public discourse on coercive prostitution and trafficking, and to serve as a basis for a training book to be carried out for those who usually come into contact with special groups of victims in the course of their work, like social workers, and workers at the 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

Violence against women is also a result of structural inequalities between men and women and that of patriarchal society. Recent years this kind of violence received more attention on an international level. Among other types of structural inequalities and violence, the author focuses on prostitution in this paper, and explores the Hungarian legal regulations concerning both prostitution and trafficking in women. She argues that current laws concerning prostitution and trafficking show a progress, however, determined insufficiently from many aspects. She thinks that a more comprehensive and preventive action plan would be needed to give real help to prostituted – coercively or not – women. Efficient campaigns would be necessary to make the society be more familiar with these

issues, the threats of potential violence, the recruiting techniques of prostitutes, by also involving the educational institutions and media.

- 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, counselling services

This paper explores the results of the first comprehensive survey that was carried out in 1998 to measure the extent and importance of domestic violence, asking individuals from a random sample of the adult female population in Hungary. According to the results the paper 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 legal treatment is already worked out, the survey shows that legal authorities and mainly the police cannot cope with the problem. The author argues that it would be very important to observe the existing law consistently and also to provide facilities for perpetrators to get an appropriate health treatment or therapy. There are only few mothers' organisation or aid stations that can house and help the victims of violation. And neither the media nor the policy-makers pay real attention to the question of this form of violence. The author also suggests further related themes to be researched, like men's opinion on domestic violence; how violence is related to other kind of crisis inside the family; and how the mental instruments of violence is used, and by whom in a family.

- 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. It contains more than 60 deep interviews conducted with female victims of domestic violence, their children and relatives and another 15 interviews conducted with experts, including policemen, attorneys, judges, lawyers, civil servants, who during their work have already met the phenomenon of domestic violence. The author has surveyed more than 1000 judicial records, verdicts, resolution from 1995-96 concerning murder on purpose, its attempt, physical abuse resulting in murder, life threatening physical abuse, and its attempt. The juridical decisions related to these cases were examined systematically by a questionnaire used for operationalizing the frequency of violating wives, the coherence between violence and murder, and the rate of domestic violence relative to any kind of violence assessed. The existing Hungarian acts and rules being of importance in terms of managing domestic violence are also presented. The most relevant literature on wife-battering and also the international documents, contracts, recommendations related to the issue are reviewed. The author's main aim is to draw attention to the situation of women suffering from domestic violence and to urge the changes.

4.2 English sources

6) ERRC. 2007. *Critical issues concerning Romani women in Hungary: prepared for CEDAW Committee preessional 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, Magdolna. 2006. *The Hungarian child, the European bogeyman and the universal citizen: collective strategies and outcomes in Hungary*. Chapter of an 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 postcommunist 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. Secondly, feminists used Hungary's pending accession to construct the Europeanization frame. Thirdly, they employed a broader frame of participatory citizenship, a metaframe overarching the more specific child abuse and Europeanization frames. It 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 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 normalising and demonizing*. MA Thesis. Gender Studies. Budapest: Central European University.

Keywords: attitude survey, domestic violence, 'normalised' abuses, gender stereotypes

This paper, unlike most of the research and media coverage of domestic violence which focus on the victims and perpetrators, examines wider public opinion and attitudes towards domestic violence. The author approaches domestic violence from an anthropological perspective as a cultural phenomenon, and 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 which includes high school teachers in three regions of Hungary. As per the semi-structured interviews, Svetlana found that in people's mind there is a gap between public and private, and between normative and actual ('how it should be' and 'how it is'). The contradiction that makes the studied people to condemn domestic violence at the level of moral judgements and to 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 with the repeating assaults and severe injuries and a widespread 'normalised' abusive behaviour.

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

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

Considering the fact that the general attitude towards Roma minorities in Hungary is claimed to be as negative, and institutions relevant in women experiencing violence in partnership (WVP) cases are criticized for being WVP-insensitive, the questions posed by the research that this paper explores are the following: 1, what is the attitude towards Roma-featured WVPs at the institutions they come into contact with this problem, and 2, what are their opportunities for establishing a home independent from their batterer? These questions are examined based on 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 the institutions towards the

Roma- and the non-Roma featured interviewees in cases of living either in mothers' homes or homeless shelters, however, the Roma-featured interviewees' opportunities proved to be less in establishing an own home. Although the paper does not attribute a representative value to the findings, though, it raises to possibility of their general applicability.

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

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

First, this paper presents a literature review on domestic violence against women in Hungary which is quite scarce at the end of the 20th century. Then it shows

the results of a research based on interviews conducted with perpetrators, victims, policemen and policewomen, both male and female judges, a female attorney, child protection representatives, and representatives of different NGOs concerning about the issue. The main argumentations of the paper related to domestic violence are that 1, the relevant authorities are not willing to intervene until serious bodily injuries are caused because they do not know much about the evidence regarding the nature and consequences of domestic violence, and 2, even if the professionals working in the law enforcement system had the right understanding of, and attitude to domestic violence, they could not effectively intervene because the Hungarian legal system and the cooperation between the different professional groups involved are not adequate. The author recommends that trainings would be needed to make both law enforcement people and other professionals who meet domestic violence during their work be more aware of the characteristics of domestic violence, and also legal changes should be done for the effective intervention of the police. Similarly, social workers and family support offices should be more efficient to provide shelter to the victims. Hence, Rápolti concludes that a comprehensive strategy and policy against domestic violence should be worked out by the governance.

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. Gender Studies. Budapest: 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. Those narrations are pointed out by the author that interpret the NGOs partnerships on a local, regional (meaning the region of Central and East Europe) and international level which interviewees work for. The study seeks to answer the questions what activists' criticisms and praises are of their various-level partnerships and how they negotiate and adapt the agendas and practices of their partners concerning especially domestic violence against women. Moreover, it explores how these NGOs view their own position within hegemonic binaries of West/East, modern/traditional, and masculine/feminine, and compares how this positioning differs overall in the Romanian and Hungarian context. The interviews revealed that activists' criticisms and commendations of their various partnerships serve to position themselves and their organisations represented within these binaries in complex ways, asserting at once their association with, and differentiation from the West. Furthermore, according to the author's argumentation, this positioning functions so as to allow women's activists to create a unique space for themselves within their local context in which to engage the issue of violence against women.

15) Krizsán, Andrea, Marjolein Paantjens, és Ilse van Lamoen. 2005. Domestic violence: whose problem? In *The Greek Review of Social Research, Special Issue*,

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.

5 OPERA – Gender Training Books and Manuals

For the express purpose of gender training, books and manuals do scarcely exist in Hungary. There are very few trainings which are specifically focused on gender issues, however smaller workshops, conferences, or informative lectures are held but without using a compilation. Yet, according to the Department of Equal Opportunities between Men and Women, at the Ministry of Social Affairs and Labour (MSAL), in the year of 2007 more training manuals are planned to be developed within the framework of the European Year of Equal Opportunities.

Training manuals developed this far discussing general inequalities, or specifically gender issues, most of the time are not publicly accessible and thus 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 the MSAL, or by the National Employment Foundation. Hence, further research will be needed to get access to these and also to map if any further manuals are available in Hungary.

1) Kőszegi Erika. 2007. Forthcoming. *Esélyegyenlőségi ABC [The ABC of equal opportunities]*. CD-ROM.

Keywords: vulnerable groups, legal framework, basic concepts

This manual provides an introduction to the basic concepts and expressions of equal opportunities and equal treatment. It presents the Hungarian legal framework of the topic, as well as the related EU Directives. The operation of the Opportunity Houses in Hungary is demonstrated, and it also includes chapters focusing on the most vulnerable groups of the society, like women, disabled, elderly, Roma, homosexuals, and refugees. It even 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>

Keywords: domestic violence against women, social workers, shelter

This manual is primarily offered to those who during their work usually meet violated women, or who are devoted to help for the victims of domestic violence. It describes the several forms of domestic violence, shows some data and statistics on the topic, and attempts to eliminate some related misbeliefs. It presents the dynamics and the process of the emergence of domestic violence, and reveals the reasons why women cannot just leave their harmful partnership arrangements. The manual illustrates the possible ways of help, and the

principles that has to be kept in mind whilst 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.

Keywords: organizational development, equal opportunities, legal obligations

This material is a guideline primarily dedicated to institutions and economic organizations which have to develop an annual equal opportunity plan, as per the law. It provides samples of this kind of documentation, introduces the legal and international background of the whole issue, includes orientating questionnaires, and demonstrative 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].*⁶ Budapest: Ministry of Employment Policies and Labour, HRDOP.

⁶ 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.

6 FRAGEN

MONA's 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
mona.fwh@t-online.hu, postmaster@mona.t-online.hu

The opening ceremony of the Hungarian Women Foundation's (MONA) public documentation center will be only in May, 2007, however it started to operate earlier, in a more informal way without official opening hours, but with wide range of opportunities to have resort to MONA's collection. The documentation center is mostly popular among students, researchers, journalists and various representatives of civil 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, particular 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-defence; LGBT people; genders and education; genders 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

Acsády, Judit
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-90s, supported by the Soros Foundation. Since it did not get any further financial support, it could not grow since then, and thus it consists of around 100 publications. Mainly English but also Hungarian literature is collected here, 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
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.