

Abstracts

MÁRIA FREY

**THE IMPACT OF CRISIS MANAGEMENT ON THE LABOUR MARKET SITUATION
OF WOMEN AND MEN**

This study deals with the recent changes of the labour market positions of women and men, especially with the consequences of the process leading from the financial crisis to the present economic crisis. The first section of the study provides an overview of the previous Government's interventions for managing the financial crisis that aimed at counterbalancing the negative impact on employment. The second section investigates the interventions and their reflection in labour market statistics. The third section analyses the short- and long-term trends of unemployment by gender and the shifting of the labour force from employment to unemployment, with a special focus on the level of labour market participation. The fourth section introduces the crisis-managing measures and evaluates their results from the points of view of both women and men. Finally, the last section summarizes the gender consequences of the interventions in the labour market enacted during the crisis.

MÁRIA SCHADT

INEQUALITY BETWEEN MEN AND WOMEN IN THE FIELD OF SCIENTIFIC RESEARCH

This paper analyzes gender differences between women and men who at minimum hold a PhD and have pursued careers in scientific research. The study is based on survey data collected online between 1st December 2007 and 30th July 2008. During the course of the research, 1,271 questionnaires were analysed, of which 447 (34.2%) were submitted by male respondents and 824 (64.8%) by female. From the different response rates, it is evident that a larger proportion of women demonstrated a willingness to fill in the questionnaire.

One of the conclusions drawn is that the career opportunities of women employed in science lag behind those of men who possess the same professional qualifications. This is true despite the increasing rates at which female students attend higher education.

The division of men and women in certain areas of science differs widely. Regarding the institutional hierarchy this is present in vertical and horizontal segregation as well. Women are underrepresented in institutional leadership and hold fewer professorships. Women who choose scientific fields of research that are not "traditionally female" enjoy greater prestige and higher income. The responses show dif-

ferences in careers and success in the sciences as divided into the following dimensions: recognition, achievements, environmental motivation, appreciation, prejudices, personal motivation and social role. All these dimensions are influenced by men. Our survey results also reveal that women are at disadvantage when trying to meet the requirements of a research career because of duties originating from their “womenhood” and a need to reconcile family and work. In summary, our research shows that the careers of female scientists in Hungary are marked by less professional success, fewer publications and under-representation in scientific competition.

JUDIT MONOSTORI

ELDERLY WOMEN WITH INACTIVE STATUS

The employment rate of elderly Hungarian women is one of the lowest in the EU. According to EUROSTAT publications, 27% of women aged 55–64 worked in 2009, compared to an EU average of 38%. The employment rate of Hungarian women is also lower than for Hungarian men. In 2009, 40% of men aged 55–64 were employed. The vast majority of job leavers applied for the various forms of disability pension and early retirement. The proportion of unemployed is relatively low.

In this study we aimed to examine the factors that influence whether a person becomes a pensioner or unemployed prior to the compulsory age of retirement. Education level, job characteristics, health status and retirement intention were examined. We focused our questions on the gender differences in retiring on a pension and sought an answer to why more women than men aged 50 and over are without work.

The micro-level analysis was based on a panel data survey called “Turning Points of Life” conducted by the Hungarian Demographic Research Institute. We used the second and third waves of the survey carried out in 2004 and 2008 respectively. We focused on the elderly who worked in 2004 and examined their activity status in 2008. Descriptive and multidimensional methodologies were used. Since leaving the labour market does not necessarily lead to the pension system and even within the pension system there are different channels, accordingly, the dependent variables may take up four values (at work; old age retired; disability retired; unemployed). As a method we used multi-nominal regression models.

The study found that education level, job characteristics, health status and retirement intentions have significant roles in withdrawal from work in the case of both women and men. Lower educational levels, blue collar status, health problems and intent to retire before the compulsory age of retirement have a significant impact on becoming inactive. We found that the difference between male and female is higher among those having better positions, namely at higher levels of education, among those who had white collar jobs in 2004, and among the respondents who had no health problems.

IRÉN GÖDRI

GENDER DIFFERENCES IN THE LABOUR MARKET INTEGRATION OF FOREIGN CITIZENS IN HUNGARY

This paper analyses the labour market integration of foreign citizens residing in Hungary, with special focus on differences between men and women. Indicators of economic activity show that, in contrast to European trends, the employment rate of foreigners aged 15–64 in Hungary is slightly higher and their unemployment rate lower than that of the active-aged host society. Nevertheless, there are considerable gender differences: the employment and activity rate among foreign women is lower not only in comparison to foreign men, but also in comparison to Hungarian women. The unemployment rate of foreign women is correspondingly higher than that of both groups. The poor labour market indicators of foreign women are also observable in reference to different age-groups, educational levels and most countries of origin.

Multivariate analysis, which was applied to reveal the factors determining chances of employment, indicates that the disadvantage of foreign women on the labour market remains even if we control for different compositions of sexes of the foreign population. This might be explained by the fact that even though labour migration is increasingly prevalent among women, the majority of them still migrate for reasons of family unification, particularly from Muslim countries. Initially many of them face restrictions when trying to enter the labour market. On the other hand, in some groups of foreign citizens, social and cultural norms and perceived gender roles also limit the chances and strategies of women on the labour market. Nevertheless, ethnic and gender discrimination by the majority population cannot be excluded.

By studying the effect of independent variables separately for men and women we conclude that, while high educational attainment increases the employment chances of men significantly more than of women, country of origin—and therefore the ethnical and cultural distance—in many cases decreases only the chances of women on the labour market. This refers also to gender differences of cultural and discriminatory effects.

SZILVIA BORBÉLY

GENDER PAY GAP IN HUNGARY

According to EUROSTAT, in 2008, the average gender pay gap in the EU27 was 17,6%. The Hungarian gender pay gap was almost the same (17,5%), reflecting an improvement compared to 2002 when it was 19,1%. However the details are important.

In Hungary an EQUAL project was funded with the objective of building a database reflecting the work and wage conditions of women and men. Using the Dutch WageIndicator as a guide, the resulting database contains 10 000 sample units and 150 variables in SPSS format (see www.berbarometer.com). According to the Bér-Barométer database (autumn 2007) the gender gross pay gap was 20,8%, and the net pay gap was 17,8%. In our analysis we divided the gender pay gap into two parts using the Oaxaca–Blinder decomposition method with the objective of separating

out the effects of discrimination on the gender pay gap. The structural part of the gender pay gap shows the difference between men and women's income in the absence of discrimination and thus due to the different socio-demographic characteristics of men and women. Discrimination is that part of the difference that would be present if men and women had similar structural characteristics. Separating the disparity results in a surprising outcome: the structural effects result in a negative income rate (−7.2%). This means that, in absence of discrimination and based solely on the outcome of the structural effects, men's income would be lower than women's. The study concludes that a change of mentality is required in our thinking about gender pay gaps and how to reduce them.

SZILVIA BORBÉLY

GENDER EQUALITY IN THE HUNGARIAN TAX AND SOCIAL SECURITY SYSTEMS AND EMPLOYMENT POLICY AND THE IMPACT ON FEMALE EMPLOYMENT

On the question of whether gender equality prevails in Hungary – with respect to personal income tax, social security and social welfare systems, or the active and passive labour market toolkit – we can answer that if it does, then only indirectly or latently. Gender equality prevails directly only rarely or occasionally. It can be seen in a limited number of employment policy tools and welfare services, but even here not gender but parenthood – traditionally motherhood – is in focus.

It must be assumed that employment is an important factor in male and female economic independence. A basic question to be asked then is how the social welfare systems and/or labour market measures encourage the labour market inclusion of women. More consideration should be given to gender in the design of labour market tools, moreover, additional active labour market tools should be designed specifically to promote labour market integration of women. While the support and capacity of the labour market (labour market demand) depends mostly on actual prosperity and the decisions of employers, labour force supply or presence in the labour market depends on the decisions of individuals to pursue work. It is important to stress that government policies influence this latter decision, either encouraging or discouraging the pursuit of work.

ZSUZSA BLASKÓ

“A CHILD AGED UNDER THREE WILL SUFFER...?”—FINDINGS FROM A QUALITATIVE STUDY ABOUT MOTHERS WITH YOUNG CHILDREN

This study is based on a unique series of in-depth interviews carried out with stay-at-home mothers whose youngest child is between two and three years old. The analysis presented here aims at deepening our understanding of social attitudes towards the role of mothers in Hungary. Representative, large-scale surveys in the field have consistently demonstrated these attitudes to be rather “traditionalist”, and very supportive towards full-time motherhood for the first three years of a child's life. However, they have not shed much light on the motivations laying behind these views nor on other fine details of the issue. Besides the general preference for staying at home with the child for (at least) three years, our interviews also demonstrated re-

markable heterogeneity and flexibility of views and attitudes. Several mothers are open for an earlier—but only one year earlier—return to the labour market and working from home even before the child turns two is also an acceptable option for many, and even a strategy practiced by some. Still, the majority of mothers argue for staying at home for three years and they do so referring to the psychological well-being of the child. In their narratives, notions and experiences such as “healthy bonding”, “attachment”, “mother-child relationship”, “love”, “trust”, “security”, “most significant years of life”, and “long-term consequences” are used. Our findings in this respect clearly suggest the effectiveness of the developmental psychologists’ arguments in the discourse surrounding childcare in the previous decades.

PETRA RESZKETŐ—ÁGOTA SCHARLE—BALÁZS VÁRADI
EXPANDING DAY CARE SERVICES FOR CHILDREN AGED 1-3: GOALS, MEANS
AND SOCIAL IMPACTS

A growing body of empirical evidence links low female employment to the structure and size of childcare provisions. In Hungary, both relatively generous cash benefits and the limited availability of day care for children act to reduce parents’ (mainly women’s) labour supply. Other goals of social policy, such as early childhood development and the inclusion of disadvantaged social groups, also call for a redesign of family policies. Together with the need to increase female employment, these considerations have put the expansion of day care services for children on top of the agenda in most developed countries.

This paper offers an overview of the goals that may motivate the expansion of child care services and assesses the potential financial and administrative measures necessary for implementing such an expansion relevant in the Hungarian context.

In the present Hungarian system the expansion of day care services is constrained by lack of resources (consumed by cash transfers), administrative hurdles and dysfunction in the financing system. Strict administrative requirements raise the cost of entry and daily functioning as well, while restrictions on setting fees constrain the ability of institutions to rely on fees from parents or donations from employers. The expansion of child care services would require a careful revision and reduction in the administrative restrictions and a simplification of rules of establishing and running child care institutions. To ease the financial constraints, we recommend a rise in the cap on parent fees and the replacement of the flat rate parental leave benefit with a voucher that could be used to pay for childcare services when parents re-enter employment.

To strengthen the role of public day care in supporting early childhood development and the inclusion of disadvantaged children, we propose a per capita subsidy that varies with the quality of services provided and not with the legal status of the service provider (as is the case now). Quality should be measured against a new quality assurance scale developed in partnership with stake-holders. We also propose that disadvantaged families should receive additional support and incentives to take their children to high quality day care institutions.

These proposals would not require large additional public investment—not even in the short run—and in the medium and long run they would in fact improve the fiscal balance. The fiscal gains come partly from the increased employment of par-

ents and the related taxes and contributions and partly from the savings in healthcare and social expenditures resulting from the improved educational and health outcomes of children and their parents.

MARIETTA PONGRÁCZ—EDIT S. MOLNÁR

INTERACTION OF GENDER ROLES AND CHANGING PUBLIC OPINION

This paper is based on a comparative analysis of empirical studies from 2000 and 2009, and describes the most important changes in the assessment of gender roles in Hungarian society over the past ten years. The value system of the population has modernised and has become more work-oriented, while the earlier family- and child-centeredness has been partially adumbrated. Public opinion has gradually come to accept the idea that maternal employment does not necessarily cause harm to a child's development. On the contrary, the double-income family model has become an indispensable condition for the stability and security of the family. Even though the proportion of people with traditional values has decreased, the ratio of the population claiming modern perspectives on gender roles has not increased to the same degree. Those abandoning traditional values mostly shifted to "mixed" or "ambivalent" perspectives, i.e. to a group which incorporates both modern and traditional attitudes.

Another important finding of the analysis is the homogenisation of opinions. The major demographic differences of the respondents (sex, educational attainment, number of children) from the year 2000 have either decreased by 2009, or they completely disappeared and the perspectives have become more uniform. Homogenisation can primarily be observed by studying the questions about harmonisation of family and work. Our analysis reveals that female employment and the status of working mothers has become widely accepted and is judged positively by society. Furthermore, public opinion increasingly corresponds with the aims of family and labour policies of the state. This concurrence—based on scientific literature—creates an opportunity for the realisation of fertility intentions, for the increase of birth rates; moreover, it contributes to the improvement of the low female employment index.

ZSOLT SPÉDER

BETWEEN CONTRADICTORY EXPECTATIONS...

FAMILY-RELATED MALE AND FATHER ROLES IN CONTEMPORARY HUNGARY

This study focuses on the expectations and norms of family-related male gender roles, especially that of the role of fathers in contemporary Hungary. As a starting point we survey the relevant literature on the structural (labour market, welfare institutions) and normative factors that determine the role of the male in modern societies. We conclude that although the normative system is important, it is only one of many determining factors.

The empirical analysis concentrates on three issues: firstly, whether the classical male breadwinner role or rather a kind of involved partnership is to be expected

from men; secondly, how important is childbirth in the lives of women and men; and thirdly, what kind of fatherhood is expected from men in Hungary.

The analysis reveals that a “double standard” prevails in regard to male gender roles in the family: half of the respondents expect men to be both the breadwinner and an involved father. The other half expects men to fulfil only one of the two roles, with respondents nearly evenly split over which should take precedent. A closer look into the father’s role set reveals that, despite a long experience of high female employment, the traditional “male breadwinner role” is deeply ossified in the expectations of Hungarian society.

FRUZSINA ALBERT—BEÁTA DÁVID—ÉVA HAVASI—ANGÉLA KÓCZÉ

“WOMEN WILL TAKE OVER THE HAT”:

THE CHANGING GENDER ROLES IN THE LIFE OF WOMEN LIVING IN PROLONGED POVERTY

This paper is based on an empirical research project entitled “The Labour Position of Romani Women”, which was conducted in 2009–2010 by the Hungarian Academy of Science, Institute of the Ethnic and Minority Studies. One of the aims of the research project was to expose the ethnic and gender-based discrimination encountered by Romani and non-Romani women who live in prolonged poverty. In the course of the research we analyzed their educational, employment, health, economic, housing and social status and were concerned moreover with how discrimination and prejudice influenced and reproduced their social exclusions. Based on the research results we expose how women’s gender roles have changed in families living under the poverty line and the kinds of gains in social status that these women have achieved simply by becoming the breadwinner in the family.

ÁGNES UTASI

WORK-STRESS AMONG MARRIED POPULATIONS:

SOME QUESTIONS OF HARMONISING WORKPLACE AND FAMILY EXPECTATIONS IN 24 COUNTRIES OF EUROPE

Numerous research projects have analysed the asymmetry between genders in the division of paid work within the family and the additional burden on women at home. Our hypothesis that the expectations and conflicts of workplace performance, family, household chores, child-raising and partner relations represent a substantial source of tension and stress not only for women but increasingly also for men. This must be especially the case in those social strata where the partners are highly qualified and the family is a more emancipated and democratically organised unit than on average. We assume that the tension is greater—for both genders—in those societies where the level of welfare is low, and, because there is no money to buy services, there is more work to be done at home. In addition, stress is greater for women in those societies where the traditional family values are still stronger. According to our hypothesis the tension between workplace and family performance is especially strong where lack of trust at workplace and/or at home is strong or where there is excessive control.

The investigation examines the degree of disharmony and tension possibly arising between paid work and family commitments, using the 2005 data of the European Social Survey conducted in 24 countries ($N = 37\,721$). Out of the full database we analyse the answers of the employed population, living with a steady partner, husband or wife ($N = 9787$).

ZSUZSANNA ELEKES

SIMILAR ROLES, SIMILAR ADDICTIONS?

CHANGES IN ALCOHOL AND OTHER DRUG CONSUMPTION HABITS OF YOUNG PEOPLE IN HUNGARY

This paper presents changes in alcohol and other drug consumption habits of 16-year-old Hungarian boys and girls that occurred between 1995–2007, on the basis of the European School Survey Project on Alcohol and other Drugs (ESPAD). The 2007 survey results show that 6% of 16-year-old students are abstinent—having never used cigarettes, alcohol or any other kind of drugs. The abstinent rate by gender is similar. After a long period of increase, the main prevalence rates of smoking have decreased since 2003. This decrease is especially evident in the daily smoking of boys—smoking is actually more widespread among girls than among boys in Hungary.

Several indicators of alcohol consumption have shown a decrease in consumption over the last few years. Meanwhile, the increasing trend of binge drinking indicates that young people are drinking more occasionally, but in greater amounts on a single occasion. The increase in heavy drinking is more characteristic of girls than boys. In contrast to binge drinking, the survey results demonstrate that use of illicit drugs is more characteristic of boys than girls. The lifetime prevalence rate of illicit drug use increased more than threefold between 1995–2003, but then stabilized in 2003–2005, and even decreased in 2005–2007.

Summarizing the results of the survey series carried out among school children, we can conclude that those worsening trends that were observed in adolescent drug use at the end of 1990s and beginning of 2000s are stabilizing or even improving in 2007.