



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



**WOMEN, FAMILIES, CAREERS – A CIVIL SOCIETY FORUM IN THE V4 SPIRIT”**

17 February to 31 October 2020

*The Project is co- financed by the Governments of Czechia, Hungary, Poland and Slovakia  
through Visegrad Grants from International Visegrad Fund.*

*The mission of the fund is to advance ideas for sustainable regional cooperation in Central Europe.*

[www.visegradfund.org](http://www.visegradfund.org)

**Co-sponsor: Hungarian Ministry of Human Capacities**

# **Research on Women’s Employment, the Family and Work Balance in V4 Countries**

**October, 2020**

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

• supported by

• Visegrad Fund

• •

# **Research on Women's Employment, the Family and Work Balance in V4 Countries**

**Head of Research: Ildikó Modláné Görgényi**

**Project manager: Andrea Ferenczi**

**October, 2020**

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: [awcdh@t-online.hu](mailto:awcdh@t-online.hu) · [www.noikarrier.hu](http://www.noikarrier.hu) · [www.womenscareer.org](http://www.womenscareer.org)



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •

## Contents

INTRODUCTION.....	5
The “Women, Families, Careers – a Civil Society Forum in the V4 Spirit” Project ....	5
The Research Project .....	5
I. Summary of Research on Women’s Employment, the Family and Workplace .....	7
II. Objectives .....	7
III. Evaluation and Summary of the Data Arising from the Answers to the Questionnaire .....	8
IV. Fulfillment of the Hypotheses.....	11
V. Recommendations / Suggestions for Decision Makers.....	11
VI. Processing the Questionnaire Survey.....	12
1. Characteristics of the respondents .....	12
2. What is the respondent's occupation and employment status? .....	18
3. How do you see women’s work who have family with children in your country? 20	
4. How do you see men’s work who have family with children in your country? ...	23
5. Which machines do you use to make work at home easier?.....	26
6. Are there any assets listed that you cannot purchase for financial reasons? ....	27
7. Which are the three important competencies that are most important for ensuring balance of women’s employment, family and work? .....	29
8. How do you see what deters young people from starting a family in your country? Choose the top five! .....	30
9. How do you see the main purpose of starting a family in your country? Choose the three most important ones! .....	32
10. What would be the three most important measures in your country ensuring the right balance between women's employment, family, and work?.....	35
11. How do you see whether is worth supporting women's entrepreneurship in your country?.....	36
12. Indicate the areas in which your country has already taken action? .....	38
VII. Focus Group Interviews in the Conference Panel Discussions .....	40
A) Theme: "Women as entrepreneurs".....	41

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

- Visegrad Fund

1. In what ways can we help promote the entrepreneurial activity of women? .....	42
2. Does women's entrepreneurship promote the wish to have children? .....	42
3. What promotes women's desire to be entrepreneurs? Need or opportunity, or personality, or all of these combined? .....	42
B) Theme: "Women at the workplace" .....	43
1. How is it possible to balance work and private life? .....	44
2. In what ways can we promote women's activity in the labor market? .....	44
3. Does intergenerational cooperation help make the family work? .....	45



## INTRODUCTION

### The “Women, Families, Careers – a Civil Society Forum in the V4 Spirit” Project

The Association for Women’s Career Development in Hungary (AWCDH) has been implementing the Project supported by the Visegrad Fund and the Hungarian Ministry of Human Capacities between 17 February and 31 October 2020.

Within the Project we have been working together with the members of our V4 Civil Partnership, the Business & Professional Women CR z.s., from the Czech Republic, the Slovak Business Agency and the Związek Dużych Rodzin "Trzy Plus" (Large Families Association from Poland and with our Hungarian partner organizations, the National Association of Large Families – NOE, the Hungarian Red Cross, Women Entrepreneur’s Club of Győr. We and our V4 Partners with their own country specific knowledge and contacts contributed to achieve our goals together.

Within the framework of the Project we organized the International Conference titled “Women, Families, Careers – a Civil Society Forum in the V4 Spirit”.

This was held in the Rubin Wellness & Conference Hotel in Budapest on 28 August 2020.

At this Conference we launched a Forum as a V4 Civil Society initiative to help promote women’s employment. The emphasis was on the balance between work and private/family life, with special regard to the values of our region and its sustainability.

As the main goal of the Project we are presenting the results of our research based on the panel discussions of the conference and the electronic survey conducted between 24 August and 15 September 2020. From these we have also made recommendations in the current Study for decision makers in our four countries. The results of our research will be made widely available through our V4 partnership.

In addition, we want to help to present the opinions and suggestions of the V4 countries on the highly important topic of “Women, Family and Career” in the forums of the European Union and the United Nations on the basis of our well established network of contacts.

### The Research Project

The project started by raising the issue of the balance between female employment, family and work. On this basis we carried out the primary research which was preceded by a secondary research. During the secondary research, data came out that was thought-provoking and may encourage all countries to further analyse and take action. The starting point is predicated on the fact that the V4 countries are working hard to support families, with the aim of tackling demographic problems, developing female employment and improving the balance between family and work. The COVID 19 virus dropped into this situation, which changed both the situation of women and the labour market. To this end, we have compiled a questionnaire survey that can help inform the processes mentioned before by analysing the responses.

The aim of the research is to examine the expectations necessary for ensuring value-based balance of women’s employment, family and work.

**Coordinator: Association for Women’s Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



We would like to highlight that competencies and skills are just as important in the functioning of the family as in the labour market. We also want to see how popular starting a family is among young people, and what measures the governments are taking to ensure the value-based balance.

The research consisted of three stages:

- data and information collection in the secondary research stage, on the basis of which the questionnaire was compiled,
- the evidence presented by two focus groups in the conference.
- the analysis of the survey returns.

The secondary research included the analysis and compilation of international, national, and regional considerations. Macro and micro analysis of secondary researches provide the background for the primary research.

The primary research and the analysis will be characteristic of the V4 countries.

#### Secondary Research Stage

From the macro analyses, the 2016 publication of the ILO Woman and World Trend is interesting and important. It deals with women's labour force at the macro level and to some extent also reflects values. The ILO's 2017 report is also interesting and contains a deeper analysis. In 2019, McKinsey & Company conducted an important study on women's future job opportunities. Many micro-analyses deal individually with the family, the workforce, their harmony, mothers' tasks and life, but do not analyse the three principles together. The Hungarian State Audit Office also conducted an activity rate analysis of how active women are in the labour market.

In Hungary the new strategy for 2019-30 focuses on strengthening micro-small and medium-sized enterprises. The Government plans to support flexible forms of family employment, to help generational change among businesses. Another initiative is to address the disadvantages of women through entrepreneurship. Hungary, together with the OECD, developed this strategy and consulted 1000 entrepreneurs.

Statistically, by 2100, the EU will be at a disadvantage compared to Asia and Africa in the demographic context in the world. According to EUROSTAT age data, there will be significant age distortions towards ageing, which should be modified.

If we look at these figures in the EU, the proportion of people aged 65 and over will continue to rise by 2050. According to EUROSTAT data, there is a small difference in the populations of the V4 countries, according to age, but large according to age groups.

Hungary's demographic data already show that more children were born in the first quarter of 2020 than in 2019, which is the result of family support measures. In the male-female relationship, in the economically active age groups, the situation did not change significantly. It is gratifying that the entrepreneurial activity of women increased by 12% between 2019 and 2020, while the activity of men increased by only 7%. Activity processes are influenced by taxation, where there is still work to be done.

The family is crucial to the survival of the nation, so it is important that our economic growth is in line with this. The share of tasks between women and men in the family should be improved. In the research, we asked what the purpose of young people is when planning children, because it is important to be able to stabilize (to increase from the current figures) the nation's population. For the research, we also compiled questions to be discussed in focus groups of the panel discussions. After analysing the responses, we wanted to be able to make recommendations that will help governments to take action.

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: [awcdh@t-online.hu](mailto:awcdh@t-online.hu) · [www.noikarrier.hu](http://www.noikarrier.hu) · [www.womenscareer.org](http://www.womenscareer.org)

The current research is also an innovation because it started to map the issues of family, women's employment and work-life balance. The AWCDH is happy to continue with this in order to bring more insights to light.

## I. Summary of Research on Women's Employment, the Family and Workplace

In Europe, including the V4 countries, the proportion of older people in society is increasing. The governments of the Visegrad countries consider family support when solving demographic problems and strengthening economies.

Environmental factors affect the functioning of families and the workplace opportunities of parents. Labor shortages in the V4 countries, as well as aspects of economy and efficiency, are forcing countries to include mainly women in the labor market from the social groups that are still "in reserve".

Despite the attempts in recent decades, no integrated strategic thinking could be observed on families, jobs and financing issues. During this period, the governments of the V4 countries formulated several measures to solve the problems. Some segments of the problems have been researched by several, but no questionnaire survey has been conducted on women's employment, the family and work balance. At the same time, from time to time it is necessary to identify the problem, to follow and measure the tendencies, in this case to summarize the opinions and the expectations towards employees and employers in a wide-ranging way.

Immediately after the start of the research, impact of the Covid 19 pandemic on the labor market emerged as an identified problem. During this period, the economic situation changed, with governments introducing various subsidies for businesses in order to retain jobs. The impact of the measures will also be felt in the analysis of the questionnaire survey.

Based on the analysis of the questionnaire survey, a recommendation is made to "fine-tune" the different programs, the results can be used directly in the world of work and in families.

## II. Objectives

The specific aim of the research is to examine the expectations for ensuring women's employment and the family and work balance. On this basis, professional recommendations will be formulated that offer a solution to creating a value-based balance. In addition, the research aims to highlight that the competence-based approach has been significantly validated not only in the world of work, but also in the functioning of families. The question may also arise as to how attractive starting a family can be for young people.

During the survey it will be found out how the options and different measures, based on the questions asked, affect family foundation and women's employment, family, and work balance.

The aim is also to launch a dialogue and to form a shared opinion along common values and interests, on the basis of which a joint recommendation will be made to promote women's employment in line with the importance of family background.

### III. Evaluation and Summary of the Data Arising from the Answers to the Questionnaire

The size and quantity of the survey sample was determined by the project framework and professional considerations. The target population was the initial respondent members of the four organizations involved in the project, and then more and more people have been involved through the already interviewed participants (snowball method).

The analysis was compiled in the order of the questions.

Respondents from V4 countries were usually approx. 100 people and 162 Hungarians filled in the questionnaire. In addition to women, 92% there were also men, 8%. Most of the respondents, 34 %, were aged 41-50 years old, who already have family and labour market experience. They were followed by 31% of the 31-40 age group moving towards the middle of the world of work. A smaller 8% are aged 21-30 and over 61, and 19% are aged 51-60. This includes respondents who are just entering the labour market and who are leaving. It can be said that almost all age groups are represented in the survey.

60% of the respondents are from urban and 40% from the countryside.

Survey participants are qualified, 57% graduated from university, 25% graduated from college, and 17% graduated from high school. 57% of respondents live in a marriage and 13% in a relationship. So 70% live in a family bound, while 30% widowed, divorced and single.

41% of all respondents have children, 30% are planning a child, 29% are not planning a child.

- 10% of 21-30 year olds are planning a child while
- 90% of 31-40 year olds are planning to have a child.

51% of respondents are employed, 28 % are subordinates, 22% managers, and only 16% are entrepreneurs.

The participants presented above correspond to the target groups pre-identified in the research plan: Citizens living in a family, single or about to start a family in the V4 countries. They are persons based on the databases of the partners involved in this V4 project.

In families with children, women choose a job (21% of all respondents) that is close to where they live for family organization reasons. In addition, atypical working methods are considered important, by them, as indicated by 49% of respondents. During the pandemic period, this helped in family organization and child education. Career building (only) is pushed into the background. Only 10% think they can build a career alongside their family and no one aims just to build a career. It also occurs that they are taking a job that not matching their education. All this is mainly typical for the 31-40 and 41-50 age groups, and to a very small extent for the other age groups.

In the case of men with family and children, 56% of the respondents say that it is typical for men to build a career, working according to their education and to feel like the sole breadwinner. Less than half, 23% say that men think they should work with balance with their families. During the pandemic period, 17% of them worked longer and worked hard in the "home office". Especially in the 41-50 age group (58%), the bigger salary is the deciding factor when choosing a job. But the 31-40 age group (42%) also considers that bigger salary is important.

To make work at home easier, 39% of households prioritize washing machine, refrigerator, and vacuum cleaner. Only 9% indicated computer as important.

Of the devices and machines listed, 24% of all respondents are unable to purchase a car for financial reasons. Although 19% could not buy a microwave, they did not consider it important in the household, either. Only a few (3%) cannot buy a computer. 39% cannot buy other special IT tools, including smart phones.

In order to make a balance between women's employment, family, and work, 13 competencies were listed. From these, the responder had to choose which she/ he thinks is the most important for organizing and operating the family. In terms of balancing, most respondents identified the following three competencies:

- 20% - organising and cooperating ability
- 14% - problem solving skills
- 12% - ability to coop with multiple factors 12%

These three abilities are essential indeed for the functioning of a family. It should be noted that other competencies were also included in their selection, but to a lesser extent. Perhaps we can also mention the practical thinking, relationship building and maintenance skills, systematising ability, and patience.

It is noteworthy that the ability to lead a healthy lifestyle was marked by only a few responders.

To "what deters young people from starting a family" could be chosen from 13 statements. Of the 56% of all respondents, the following 5 answers were marked by the most:

- 13% - not have an adequate financial background for starting a family
- 12% - they want to finish their studies
- 12% - they have not yet found the Right Partner
- 10% - to make a career first. 10%
- 9 % - the labour market does not use atypical forms of employment (flexible working hours, teleworking, part-time work, etc.)

Some of the answers relate to the individuals, themselves, others depend on the employers. Most of the problems could be solved by the family, but of course, the media and education also have a role to play in presenting different paths and examples.

What was the main purpose of starting a family could be chosen from 9 statements, According to 55% of all respondents, the following three statements were mentioned as the main purpose of starting a family:

- Living together with the chosen partner - 15%
- Having a child is the most important aspect in family life - 14%
- Family is the best for a child - 13%.
- The most natural way to live together - 13%

It should be noted that, in fact, all 9 statements relevant to family life were marked with minor differences, regardless of whether someone lives in the city or the countryside, what their education or age group is, subordinate or manager, lives in family or single.

However, there is a greater difference in the opinions of each age group. Only 12% of respondents aged 21-30 chose to have a child as the most important aspect in family life, while 88% of those aged 31-40 have chosen this answer.

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

In case of “What are the three most important measures in your country to achieve the right balance between women’s employment, family and work” the respondents could choose from 9 statements.

According to all respondents, the three most important measures are:

- Encourage flexible, family-friendly forms of employment - 21%
- Employment regulation should be such that employees do not have to change jobs in order to live a quality family life - 15%
- Appropriate nursery and kindergarten - 14%

The answers to the question were confirmed by the opinions expressed in the focus groups.

In recent times, more and more women have played an important role in economic life. One of the pillars of the SME strategy is to support women entrepreneurs. Increasing their numbers is a family and economic strategic issue. Therefore, it is worth addressing this related area as well.

“Is it worth supporting women’s entrepreneurship in your country?”

- All respondents say it is worth supporting women’s entrepreneurship because
- coordinates the operation of the business and the operation of the family (18% chose)
- provides an experience of success which can be transferred to the family (18% chose)
- an important part of the economy (18% chose)

The results of the questionnaire survey were confirmed by the opinions expressed in the focus groups.

The answers to the last question show the actions which have been taken by the governments of the V4 countries.

26% of Czech respondents approved of the measure taken in the field of employment, while 24% approved of the measure to start a family. But a smaller proportion the other measures were also registered.

The situation is similar in the case of the Polish respondent, 23% consider that the measures taken in the field of employment, while 30% approved the measures which helped to start family. However, the other measures were also indicated in a smaller percentage.

38% of Slovak respondents feel that their country has taken action for employment, while 31% feel that action has been taken for atypical work.

46% of Hungarian respondents believe that the country has taken measures for creating a home, while 30% have chosen measures to help starting a family.

In order to make a well-founded proposal to put to decision makers, the analysis of the survey responses has been augmented by the points made by the focus groups.

In particular the focus group members emphasized the importance of the transfer of experience, the education, and the practical time scheduling alongside children in the case of entrepreneurship. At the same time, those who expressed their opinion regarding the workplace, considered the flexibility by the employer, employee, and the family to be important. This also requires cooperation between the generations, and of course the support of men.

The focus group discussions highlighted that there is a lack of good examples regarding starting a family, bringing up children, the work, and running a business, together with the complexity of the tasks as well as the successful realisation of these tasks.

## IV. Fulfillment of the Hypotheses

**From the analysis of the questionnaire survey and the focus group interviews, it can be seen that the listed suggestions and hypotheses have been proven and fulfilled.**

**Hypothesis 1:** The declining population introduces a significant risk factor for the V4s, the family being the key to the nation's long-term survival on the one hand, and the basis for the stability of economic growth on the other.

- **Hypothesis 11:** In the family unit, the man and woman major in specific roles, but they complement each other to form a whole.
- **Hypothesis 12:** Women and men in the family reconcile family life and work.

**Hypothesis 2:** A wide-range family policy coordinated with employment increases the desire to have children and stabilizes the nation's population in the long run.

## V. Recommendations / Suggestions for Decision Makers

Respondents from the V4 countries participating in the project consistently completed the questionnaire. It was noticeable that some responses consistently emerged from different questions and the focus group interviews.

As a result of our researches we have the following suggestions / recommendations to put to decision makers.

- Regarding starting a family and having children the 31-40 age group should be more relied on. This age group is not only trying to balance in the field of women, families, and careers, but they are also planning to have children. During their answers, childbearing and family planning appear strongly everywhere. In this regard we note that they also consider important the sustainability of family policy support.
- At all age groups we found that they require / need atypical working methods which would help the functioning of the family. The possibility of using atypical working methods is provided by law, but only a few employers make it available. Employers should be persuaded / encouraged to provide this working possibility by applying the law. We found that an emphasis was put on this issue in the answers to several questions by respondents. The need for atypical working methods was also confirmed in the answers to "Measures".
- It would be helpful to have good examples of starting a family and having children. For instance, how and where to "find the right one", how to build a career beside starting a family, or how to organize a family.
- Women's entrepreneurship and the operation of the family can be well coordinated. This process should be strengthened with special programs.
- Within the framework of the "Women, Families, Careers – a Civil Society Forum in the V4 Spirit" Project together with the partner organizations, a joint dialogue and cooperation has been established. On this basis we can further develop our research and analysis going deeper in each selected topic in order to formulate further appropriate recommendations and suggestions

**Coordinator: Association for Women's Career Development in Hungary**

for decision-makers on the highly important topic of “Women, Family and Career” in V4 countries.

- Suggestion for further surveys:  
 We suggest the following areas where it would be useful to carry out a further survey on
  - what IT tools the household use and for what,
  - how several generations can help each other,
  - how to solve loneliness.

## VI. Processing the Questionnaire Survey

The research begins with secondary research and ends with primary research.

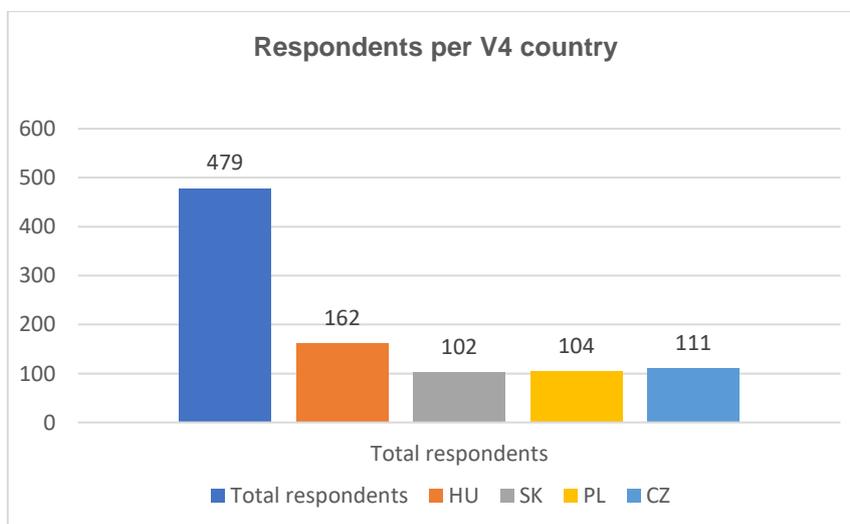
The secondary research element was the analysis of international, national, regional relevant university and other research on the subject. The preparation of the questionnaire is based on the results of the secondary research. This was followed by the collection and analysis of first-hand information for the specific research purpose, i.e. primary research. The primary research element is the analysis and evaluation of questionnaires completed by V4 citizens. In this way, the analysis is done from quantitative data.

The main points of the process are data collection, questionnaire preparation, questionnaire survey, software development, analysis.

### 1. Characteristics of the respondents

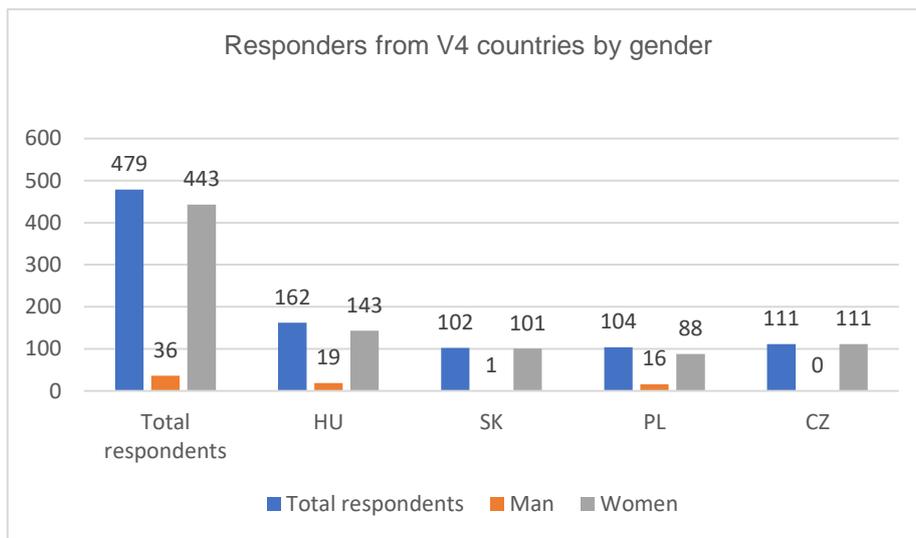
Each V4 country provided in excess of the required 100 respondents.

In order to interpret the opinions regarding situation of the women, the operation of the family, the work, it is necessary to see the typical data of the participants in the survey.

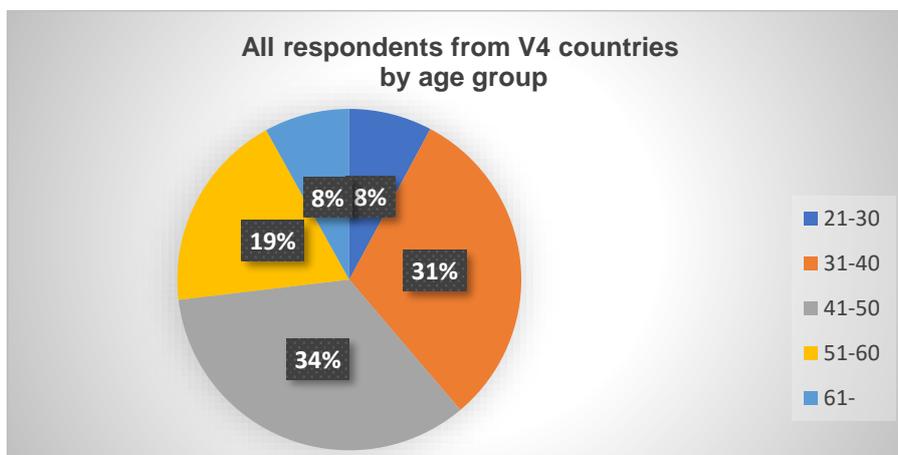


**Coordinator: Association for Women's Career Development in Hungary**

Given that the survey usually deals with issues related to women, and the request for completion of the questionnaire was mainly directed to them. However, of the 479 respondents 36 men completed the questionnaire and we send our special thanks to them.



Of the age groups in the questionnaire, 31% are 31-40 years old and 34% are 41-50 years old, which means that they already have a family and labor market experience and are the most important for the survey. The 51-60 and 61+ year-olds form a total of 27%, so life experiences are well represented in the survey.

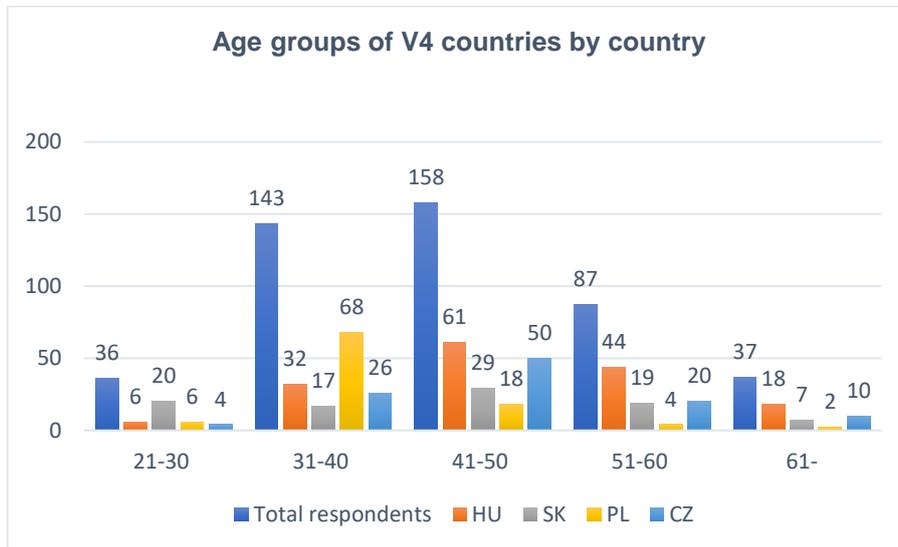


For each V4 country, the age ratios are similar to the values of all respondents.

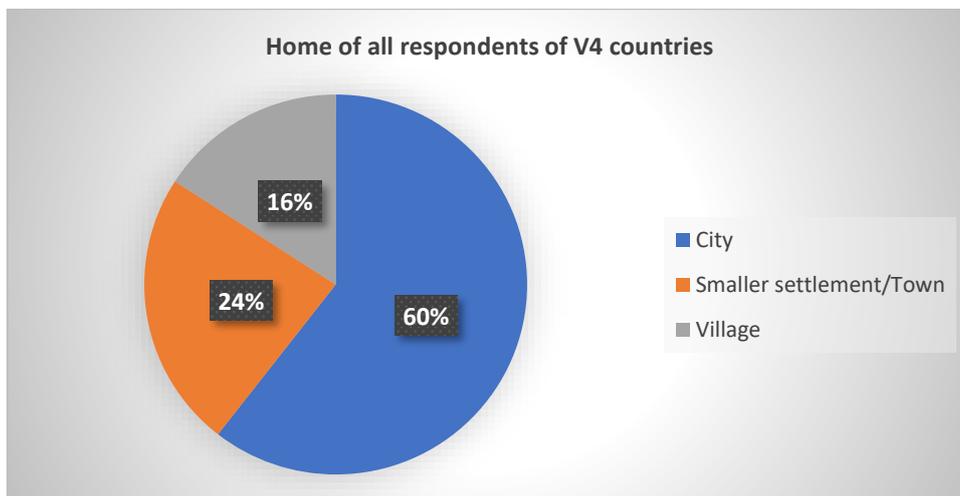


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund
- 
- 



60% of the V4 respondents who completed the questionnaire live in cities, 24% live in smaller settlements / towns, and 16% live in villages.



In Poland the respondents, live in smaller settlements/towns. In Hungary they live typically in cities.

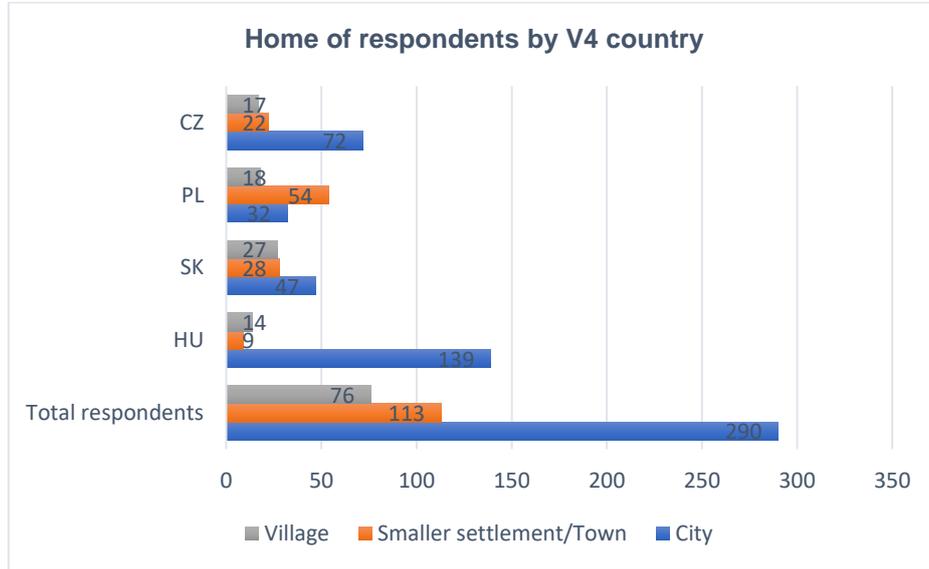
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

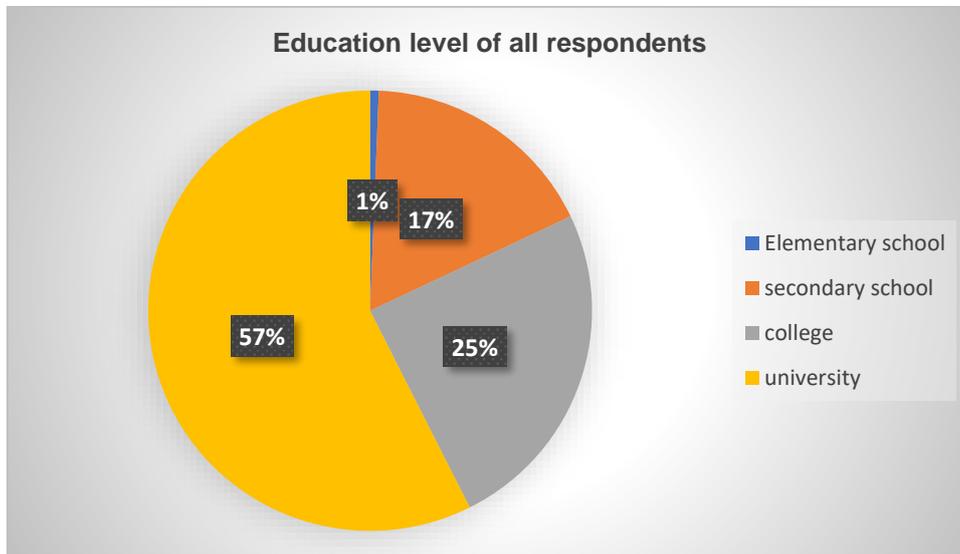


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund
- 



Survey participants are qualified, 57% graduated from university, 25% graduated from college, and 17% graduated from high school.



Similar proportions are found for respondents in each country. Except for the Slovak respondents, where the three types of education appear in equal proportions.

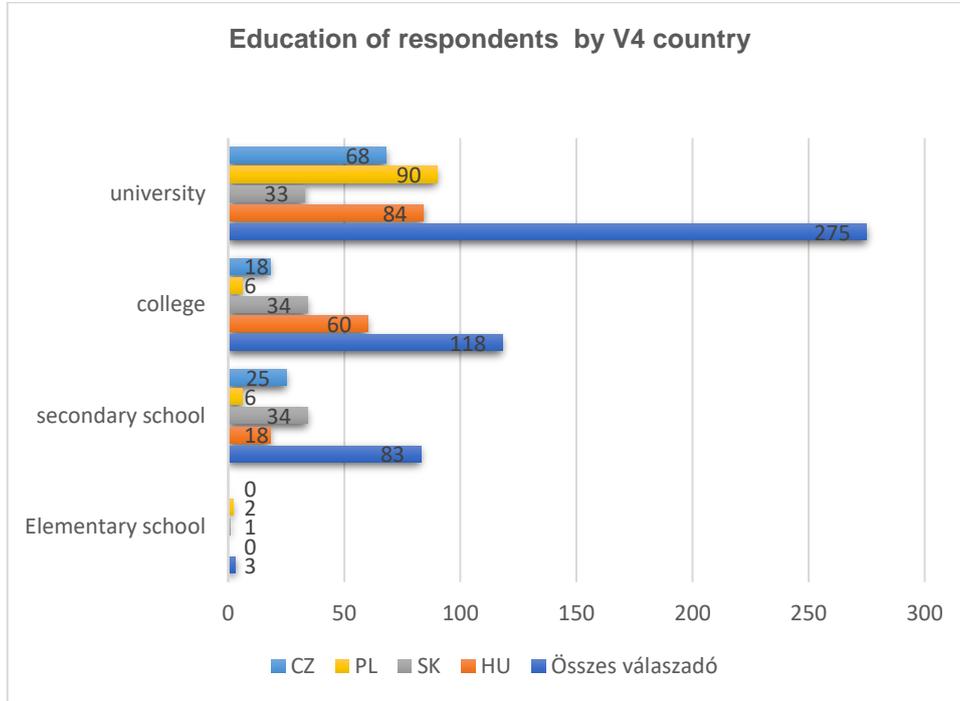
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

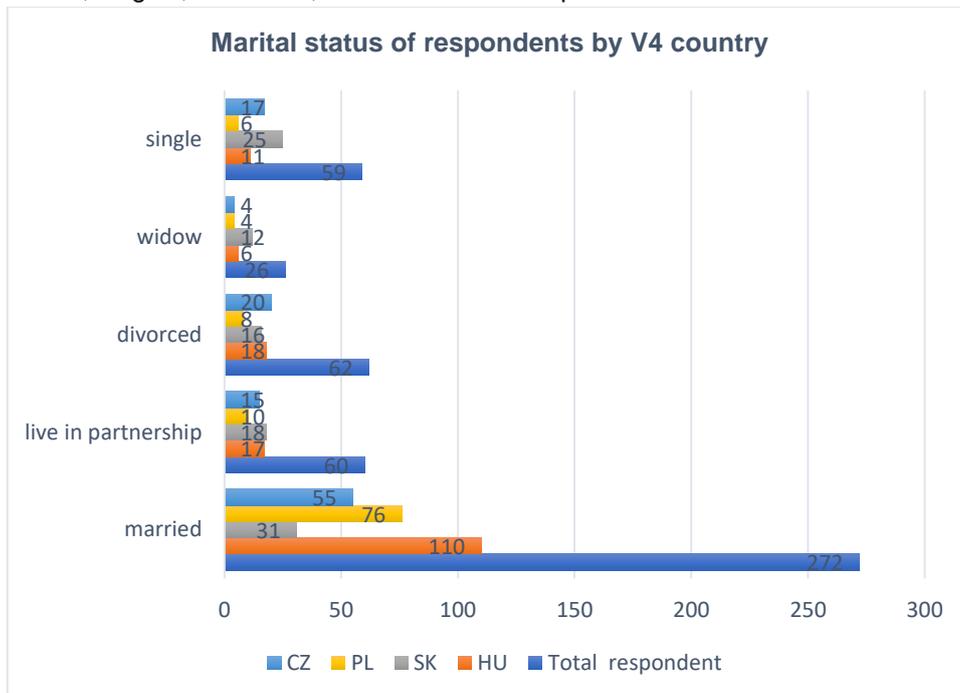


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund



From the V4 countries, 57% of respondents are married and 13% live in partnership. The number of married and those living in partnership is typically high, 70%. At the same time, singles, divorcees, and widows make up 30%.



**Coordinator: Association for Women's Career Development in Hungary**

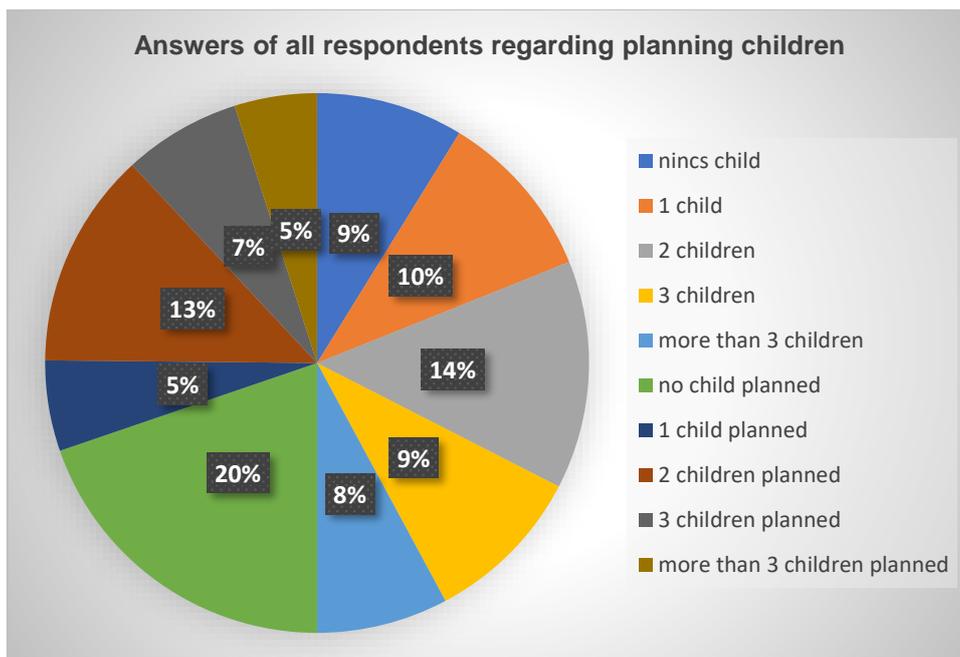
H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



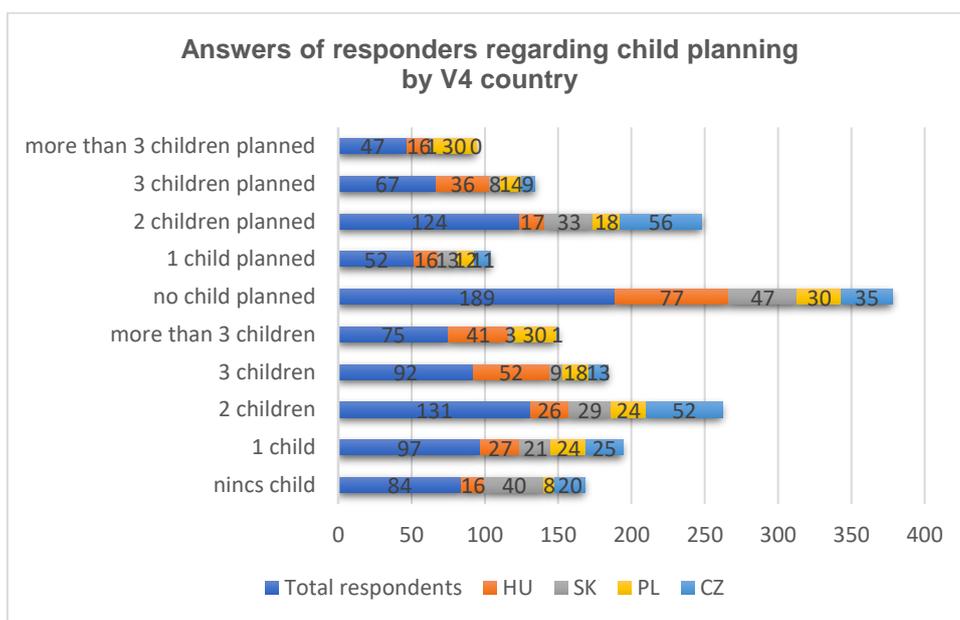
**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund

41% of all respondents have children. 9% have no children and 20% do not even plan a child. Since 17% are single and 27% are over 50, this means that single people are also planning a child, but even a few percent of those over 50 years old. In the 30% who are planning a child are not only married people and those living in partnership, but also singles.



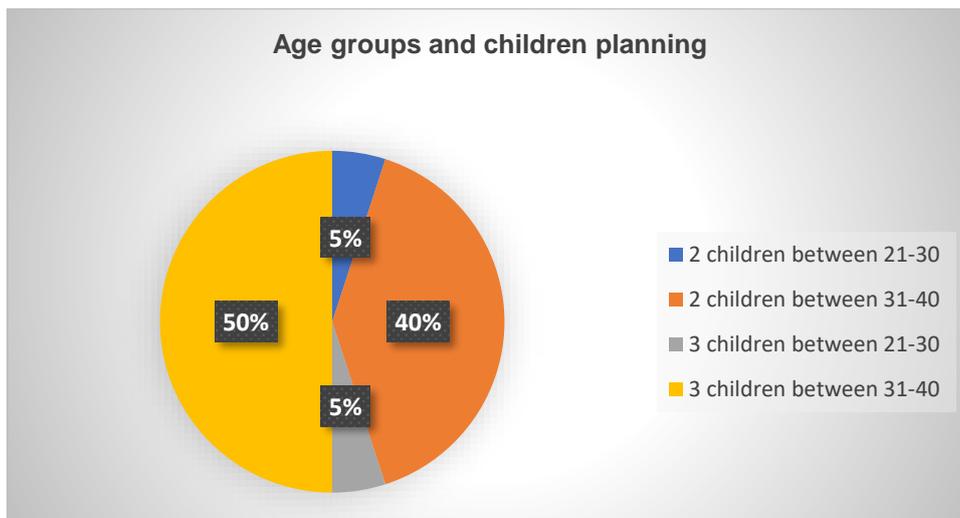
Similar rates can be seen at respondents by each country regarding children



**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

In the V4 countries, the 21-30 age group has almost no plans to have a child (5% 5%, 3% 4%). To the contrary, the 31-40 age group plan 2 children by 42% of respondents and 3 children by 49% of respondents. The Slovak and Czech respondents differ from this, because 3 children are not planned by any of the respondents.



## 2. What is the respondent's occupation and employment status?

In this section we consider three groups / categories

- The 20% who are employed full time
- The 28% who are subordinates
- The 22% who are managers.

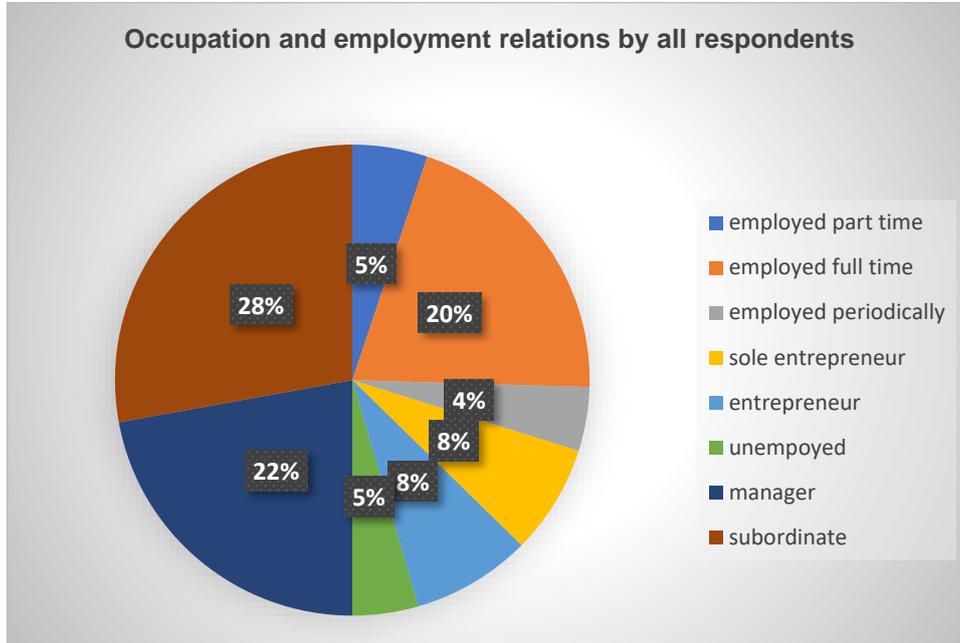
In addition there are 16% who are entrepreneurs.

Given that the majority of female respondents participated in the survey and their level of qualification is quite high, it would be interesting to see the reasons why not more of them start entrepreneurship.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund
- 
- 

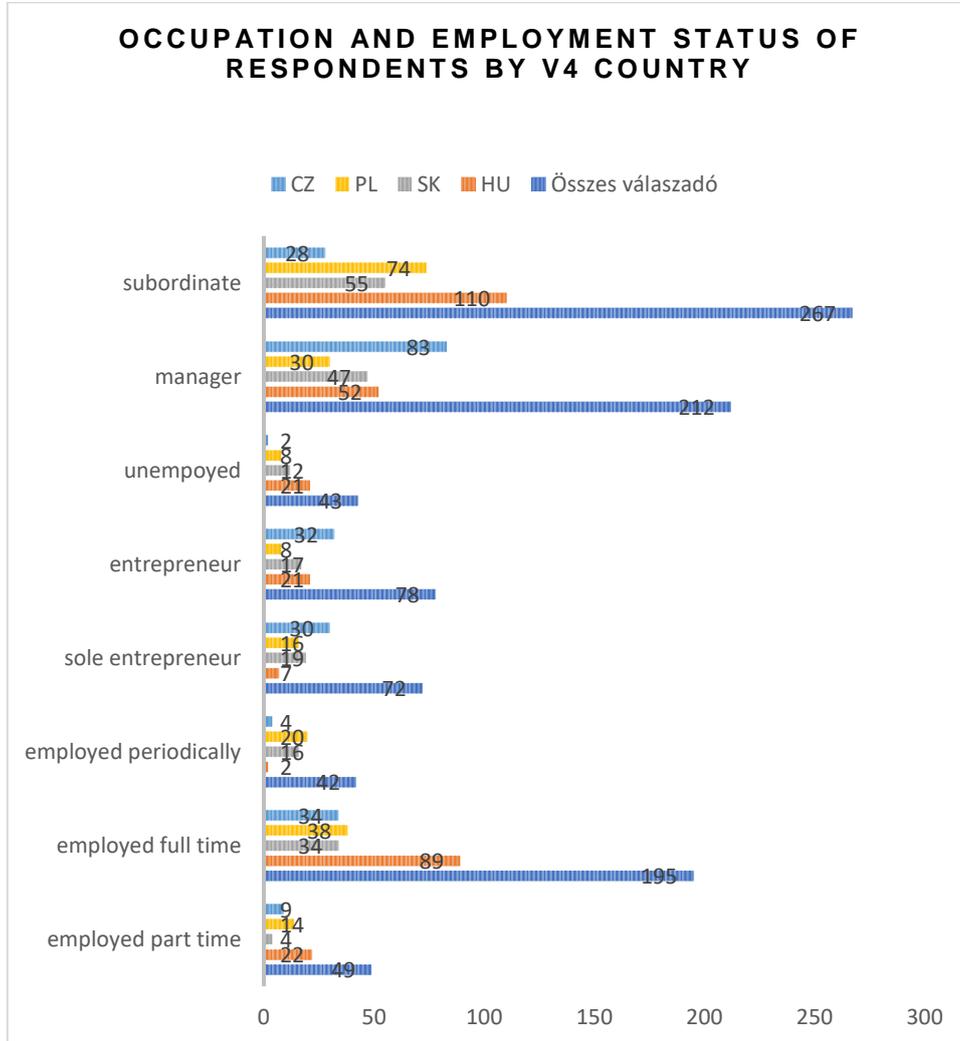


Regarding the position of women, the chart shows similar proportions by V4 countries as in the case of all respondents.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •



### 3. How do you see women’s work who have family with children in your country?

21% of all respondents in the V4 countries think, that women with families and children are choosing a job as close as possible to their home. Less than 13% think women chose a job that matches their education. Among the atypical working methods, 9% chose part-time work, 5% flexible starting and finishing work, and 10% home office. Only 10% think they can build a career in addition to family. 25% of respondents think that during the pandemic period they provided for the family and taught their children alongside the “home office”.

**Coordinator: Association for Women's Career Development in Hungary**

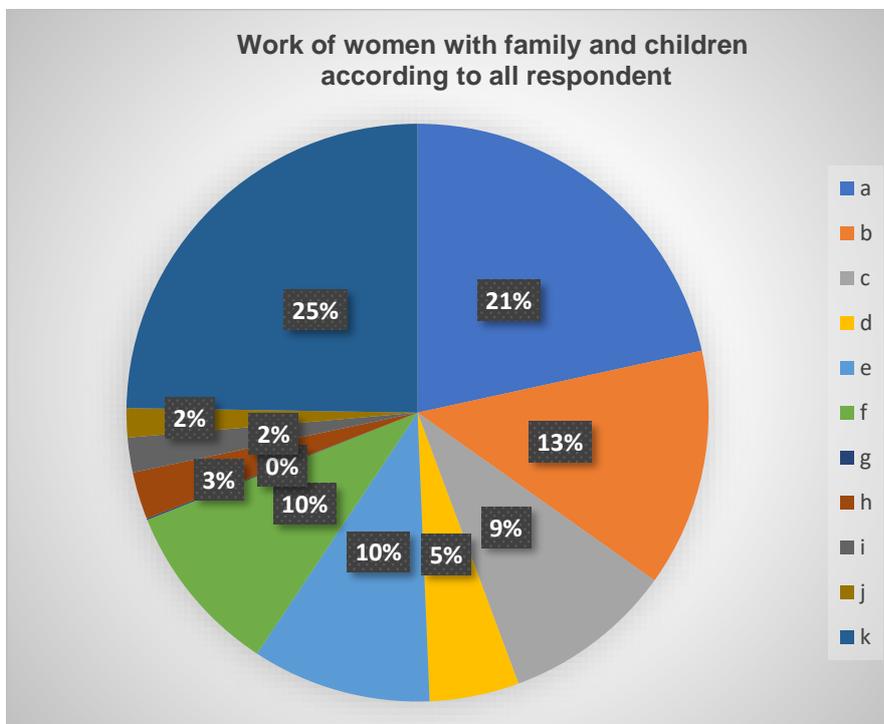
H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



## Women, Families, Careers A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



- a. They explore the possibilities around her place of residence to be as close as possible to her home.
- b. They choose a job that matches her qualifications.
- c. They have the opportunity to work part-time.
- d. They have the flexibility to start and finish work.
- e. They have the option of a “home office”.
- f. They can build a career.
- g. Career building is only / main her purpose.
- h. They have no options.
- i. They do not take advantage of opportunities.
- j. During the pandemic period, they left the workplace to look after the family and teach their children.
- k. During the pandemic period, they provided for the family and taught their children alongside the “home office”

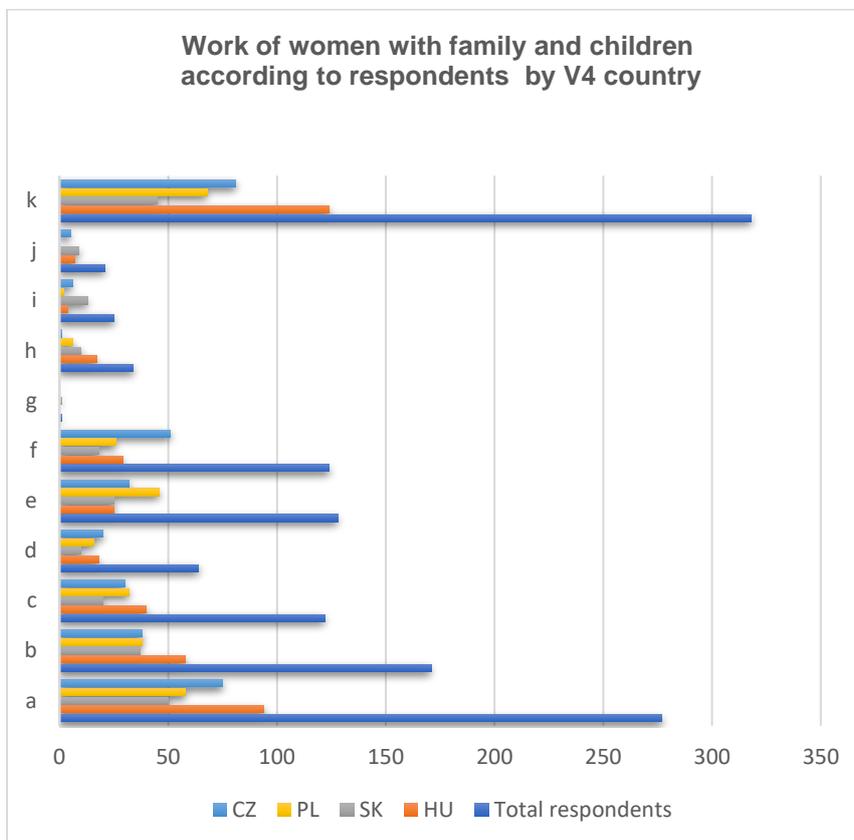
The proportions of the selected characteristics by country are similar to the responses of all respondents. More Czech respondents registered career building than the others, while more Polish respondents registered home office than the others.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

- Visegrad Fund



In the age group 31-40, 19% of women explore opportunities around their home to be as close as possible to their home and 23% provided for the family and taught their children alongside the “home office” during the pandemic period

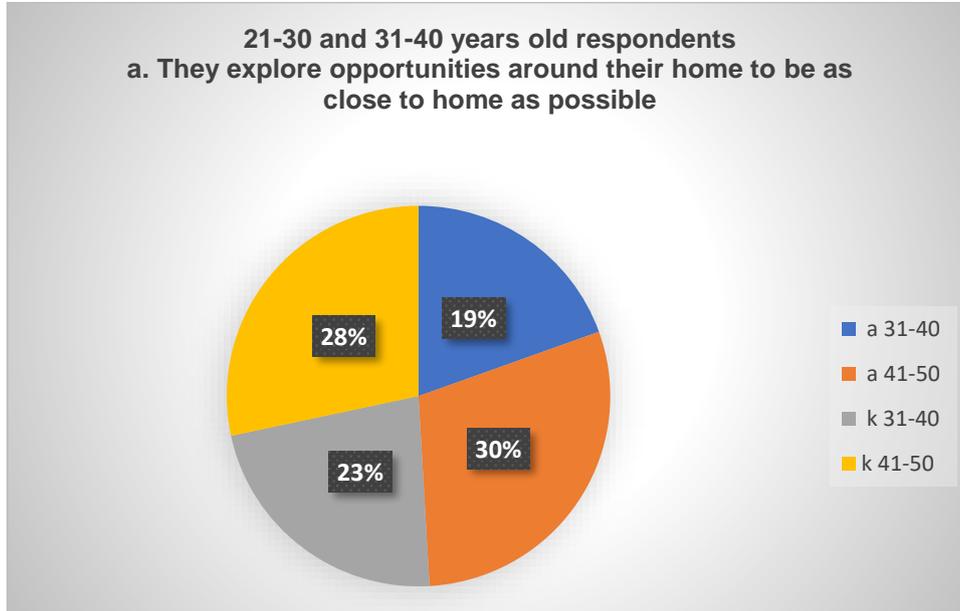
In the age group 41-50, 30% of women explore opportunities around their home to be as close as possible to home and 28% provided for the family and taught their children beside the “home office” during the pandemic period.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



#### 4. How do you see men's work who have family with children in your country?

20% of respondents think that in case of work of men with family and children the bigger salary is the deciding factor in taking a job, 15% think that they are building a career, 14% think that they map out job opportunities to suit their qualifications, and according to 7%, men feel to be the single breadwinner. So, 56% of respondents say men build careers according to their work by education and feel like the sole breadwinner.

At the same time, a smaller proportion of respondents take the family into account, asking for part-time work for family - 1%, asking for flexible starting and ending work because of the family - 6%, asking for "home office" because of the family - 7%, solving family maintenance with the wife - 9%. So, 23% answered that men choose a job taking their family into consideration.

1% say that men do not take advantage of opportunities.

3% answered that men did not have a job during the pandemic period, 3% said, that men worked longer shifts during the pandemic period, according to 14% men worked in a "home office" during the pandemic period.

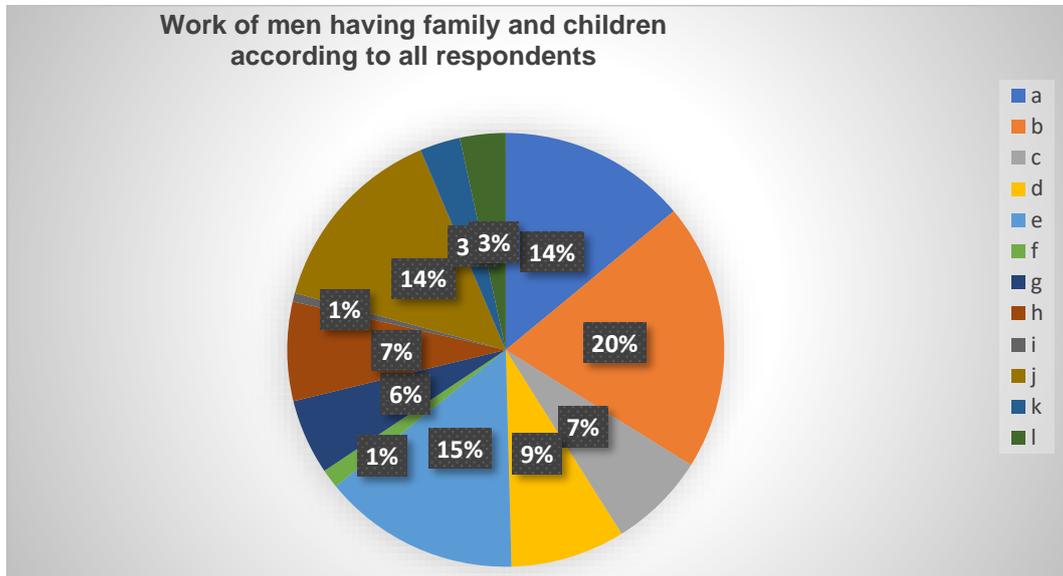
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •



- a. They map out job opportunities that match their qualifications.
- b. When choosing a job, the bigger salary is the deciding factor
- c. They feel that they are the single breadwinner.
- d. Family maintenance is arranged jointly with the wife.
- e. They are building a career.
- f. Sometimes they ask to work part time because of the family.
- g. Sometimes, because of the family, they ask to start, and finish work flexibly.
- h. Sometimes they ask for a “home office” because of the family.
- i. They do not take advantage of opportunities.
- j. During the pandemic period, they worked in a “home office”.
- k. They had no job during the pandemic period.
- l. They worked longer shift during the pandemic period.

The proportions of the selected characteristics by country are similar, according to answers of all respondents.

There is a discrepancy at the opinion “sometimes they ask for home office because of the family”, here the Czech respondents are in a higher number.

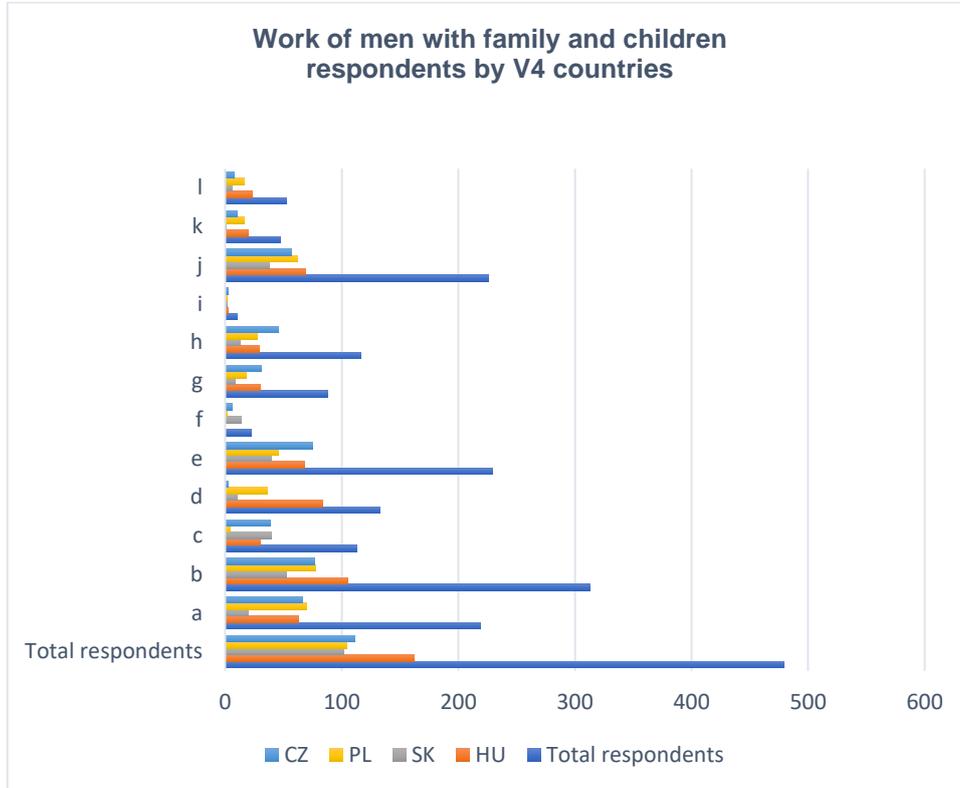
From the Polish and Hungarian respondents, more chose “Family maintenance is arranged jointly with the wife” compared with the total answers.

Proportionately more Slovak respondents chose “Men feel like single breadwinners”.

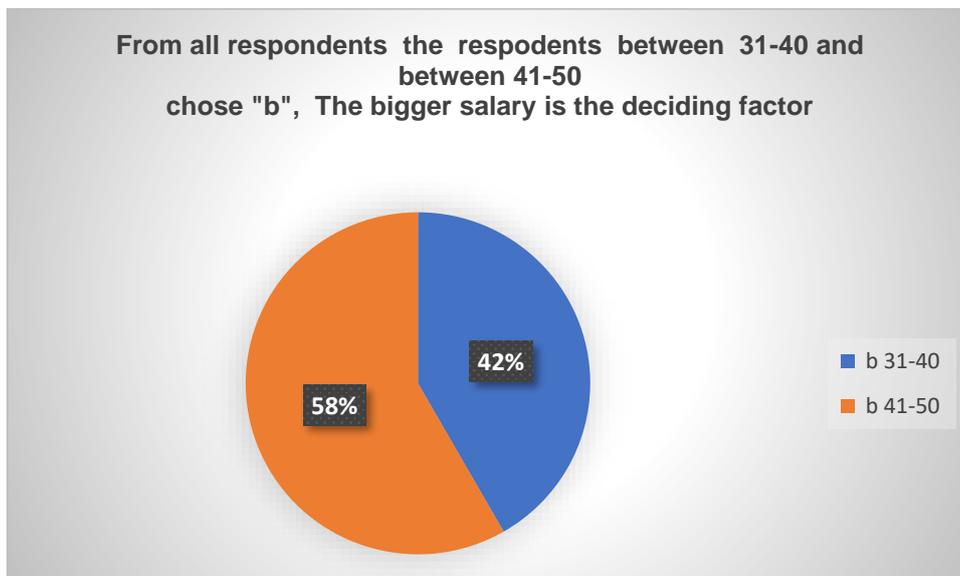


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •



In the case of men with a family, 42% of those aged 31-40 and 58% of those aged 41-50 said that the bigger salary is the deciding factor in choosing a job. The percentages are similar per country, too.



**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

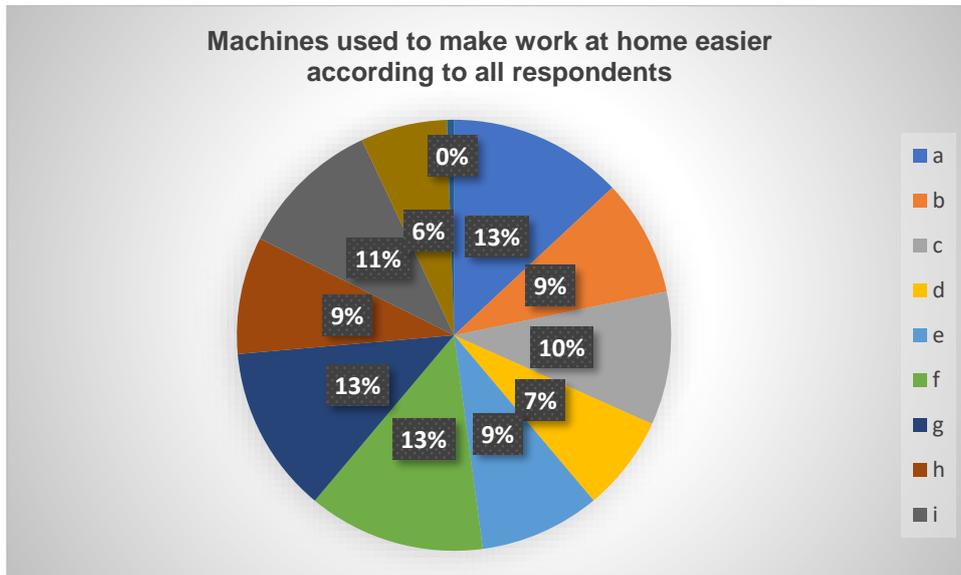


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •

### 5. Which machines do you use to make work at home easier?

13% of each respondent consider that of the eleven appliances the washing machine, refrigerator and vacuum cleaner are the most important. Only 9% said that the computer is most important.



- a. Washing machine
- b. Dryer
- c. Dishwasher
- d. Household robot
- e. Microwave
- f. Fridge
- g. Vacuum cleaner
- h. Computer for managing consumption and bills, banking, family events, cooking, etc.
- i. Car
- j. Bicycle
- k. Motorcycle

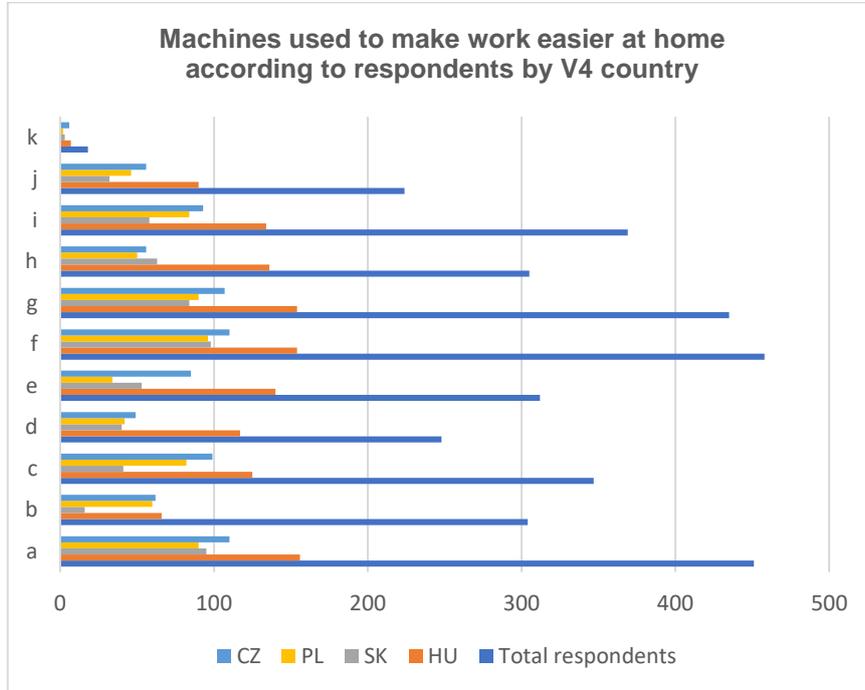
The proportions by country are also similar in the answers of all respondents. Hungarian respondents consider however the computer to be very important.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

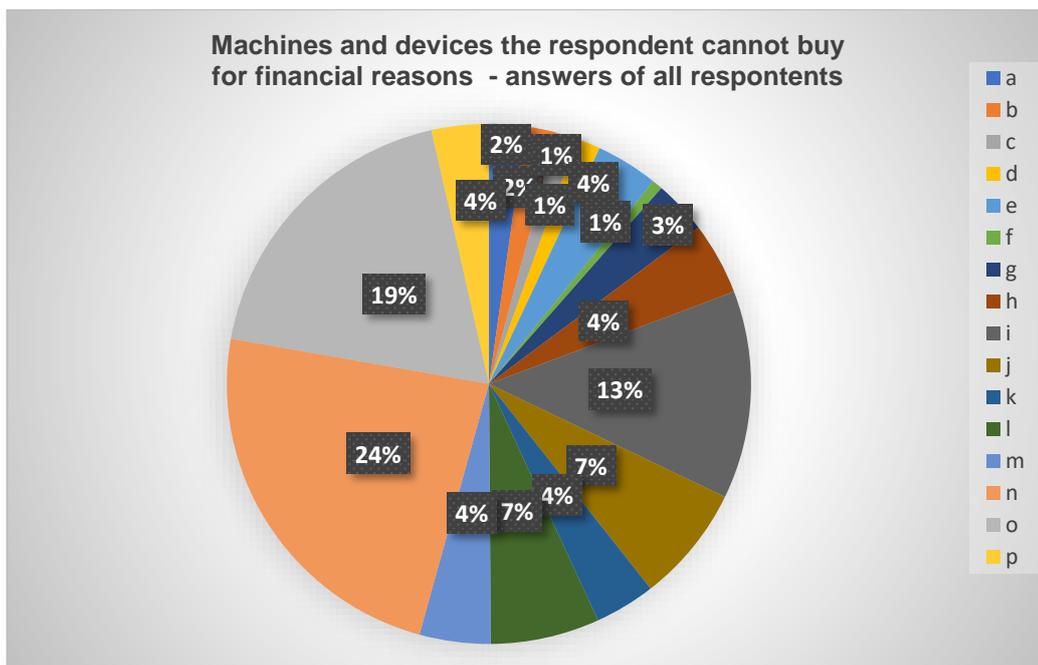
supported by

• Visegrad Fund



**6. Are there any assets listed that you cannot purchase for financial reasons?**

From the devices and machines listed, 24% of all respondents cannot buy a car due to financial reasons, 19% cannot buy a motorcycle and 13% cannot buy an iPad. Only 4% marked smart phone and computer.



**Coordinator: Association for Women's Career Development in Hungary**



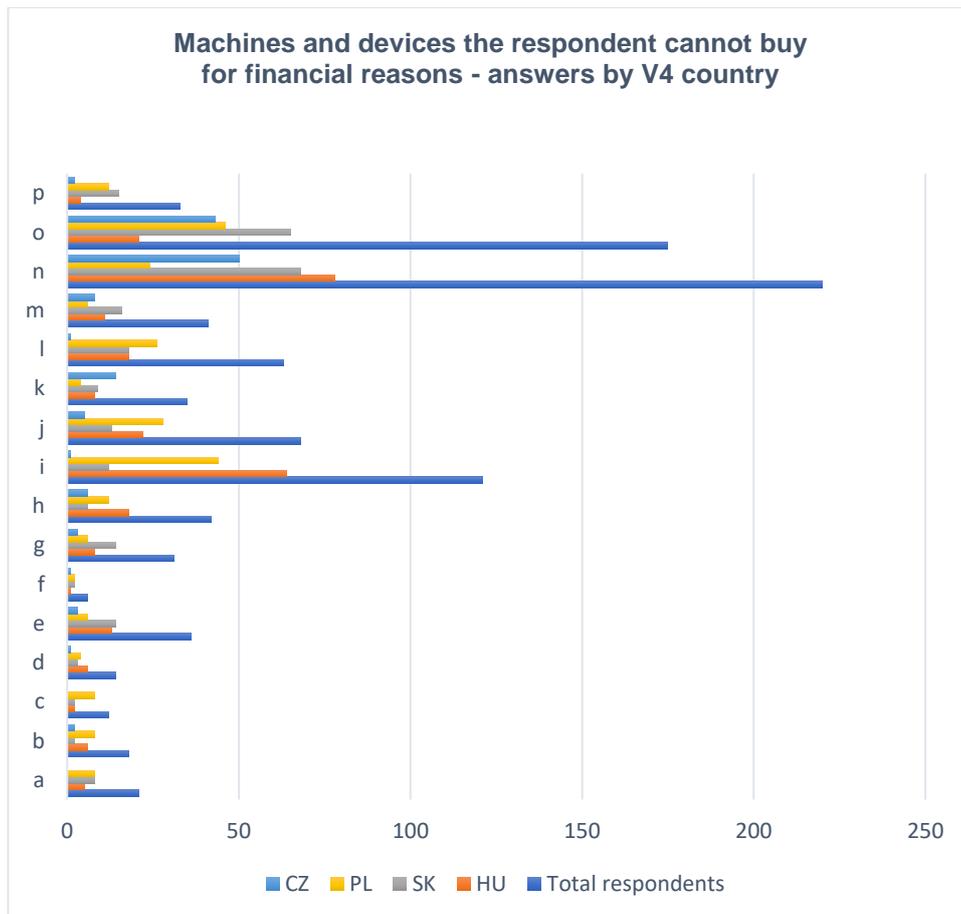
**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund

- a. TV
- b. Radio
- c. Microwave
- d. Washing machine
- e. Dishwasher
- f. Vacuum cleaner
- g. Personal computer
- h. Laptop
- i. Pad
- j. Tablet,
- k. Smart phone
- l. Camera
- m. Webcam
- n. Car
- o. Motorcycle
- p. Bicycle

The proportions by country are also similar to the responses of all respondents. Respondents in each country answered differently regarding PC, laptop, iPad, tablet, and smartphone.

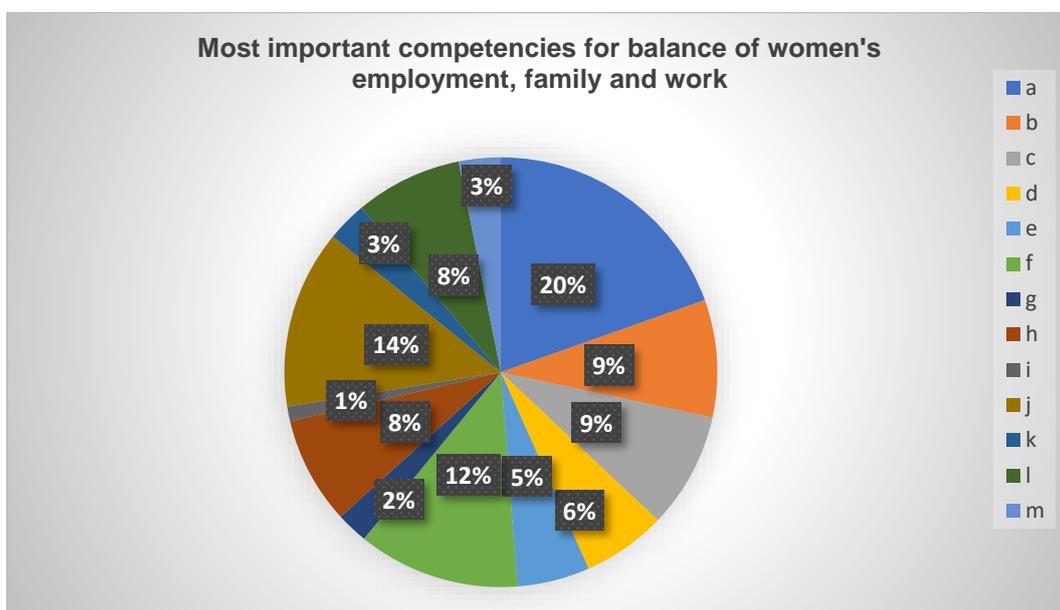


**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

**7. Which are the three important competencies that are most important for ensuring balance of women's employment, family and work?**

All respondents indicated three competencies they considered most important. Therefore, the three largest values should be highlighted. 20% of the respondents indicated the ability to organize and cooperate, 14% the ability to solve problems, and 12% the ability to coop with several factors. The ability to lead a healthy lifestyle was rated as important by 3%.



- a. Organizing and cooperating ability
- b. Practical thinking
- c. Relationship building and maintenance skills
- d. Skills to cooperate
- e. Management ability
- f. Ability to coop with multiple factors
- g. Ability to review
- h. Organizing ability
- i. Need and ability to gather information
- j. Problem-solving skills
- k. Skills for a healthy lifestyle
- l. Tolerance, patience
- m. Mindfulness of the goal

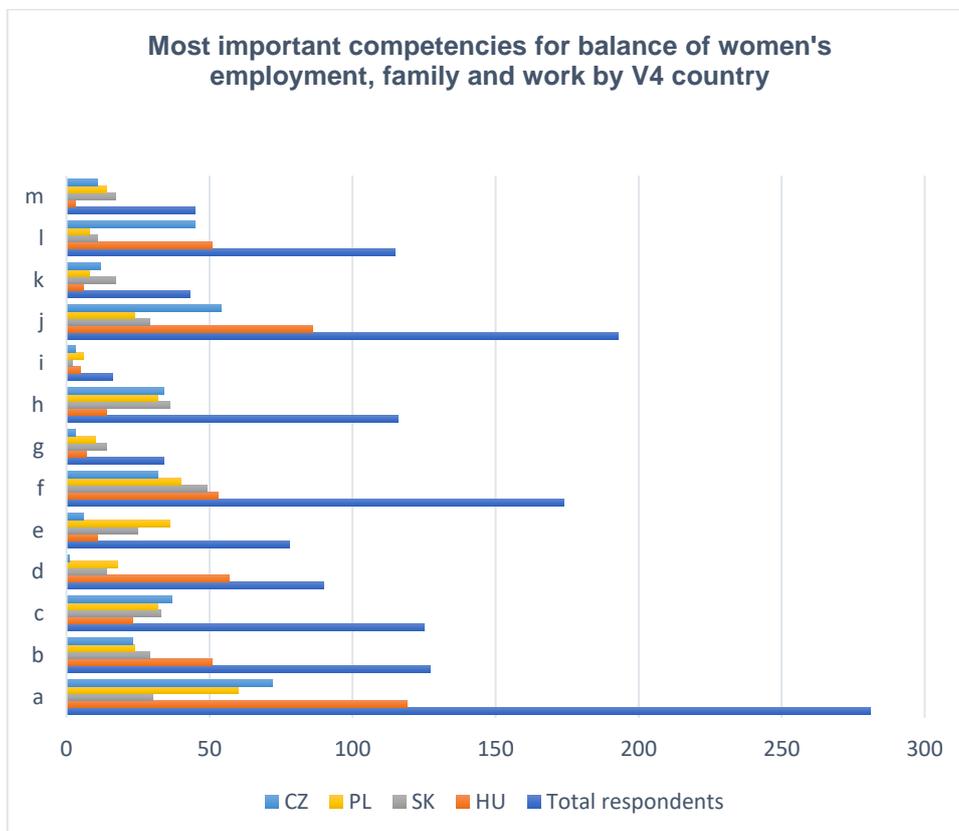
Respondents by country showed a similar result at the time of the survey as in case of all respondents. At the same time, Czech respondents consider the Need and ability to gather information important. Several Polish respondents indicated leadership ability. Slovak respondents gave a balanced answer to all questions. For Hungarian respondents, co-operation skills are also important.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



**8. How do you see what deters young people from starting a family in your country? Choose the top five!**

According to all respondents, the following 5 answers were marked by the most:

- 13% - no adequate financial background for starting a family
- 12% - still want to finish studies
- 12% - have not yet found the Right Partner
- 10% - want to do a career first
- 9 % - the labour market does not use atypical forms of employment (flexible working hours, teleworking, part-time work, etc.)

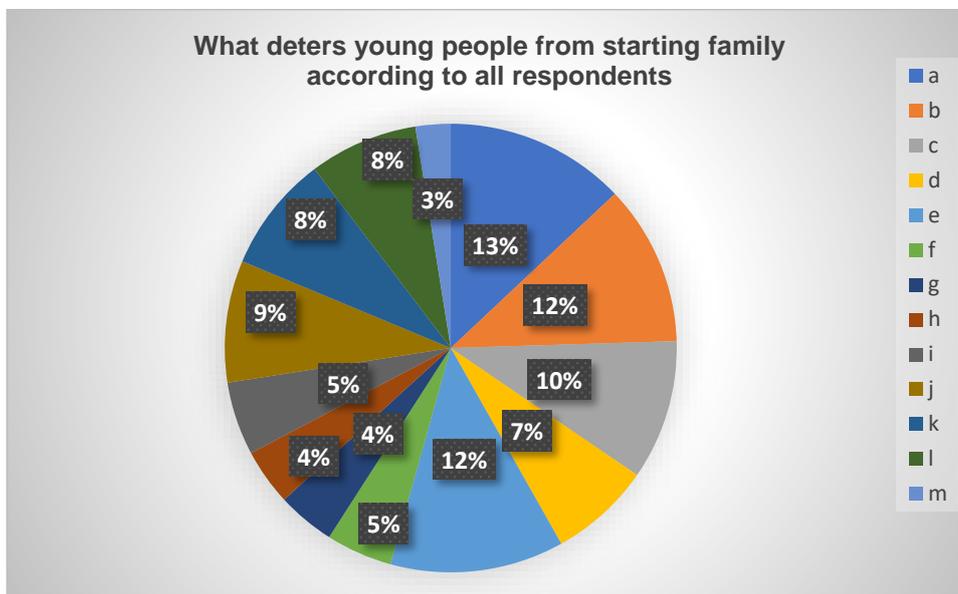
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



## Women, Families, Careers A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •



- a. There is no adequate financial support for starting a family.
- b. They still want to finish studies.
- c. They want to make a career first.
- d. They are too young and not yet ready to start a family.
- e. They haven't found the Right Partner.
- f. The institution of marriage is not considered appropriate.
- g. Family support tools are limited.
- h. The employment situation does not allow.
- i. Having children worsens their job prospects.
- j. The labour market does not use flexible forms of employment (flexible working hours, teleworking, part-time work, etc.).
- k. A sense of responsibility has not yet developed in them.
- l. Running a family is too costly.
- m. Uncertainty in the division of work within the family

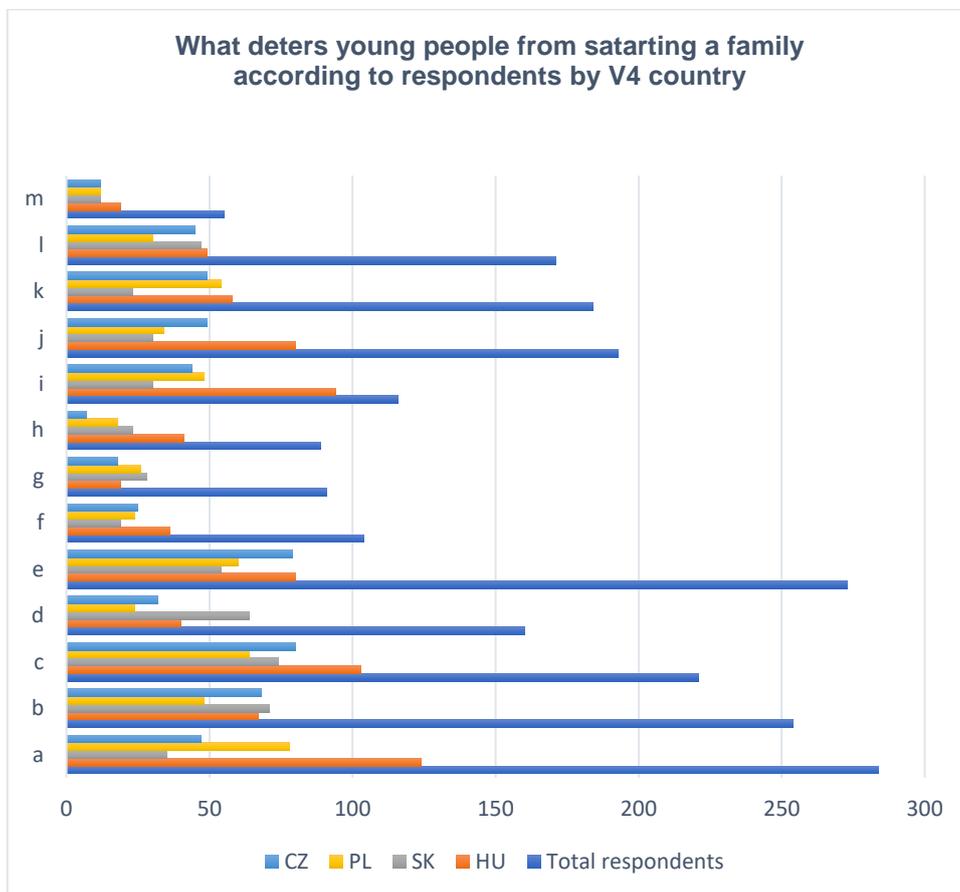
Respondents by country show a similar result at the time of the survey as the results in total proportion. In addition, a high number of Czech, Polish and Hungarian respondents also registered, that a sense of responsibility has not yet developed in young people. A high number of Slovak respondents registered that “They are too young and not yet ready to start a family”.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



**9. How do you see the main purpose of starting a family in your country? Choose the three most important ones!**

According to all respondents, the following three statements were identified by most as the main purpose of starting a family:

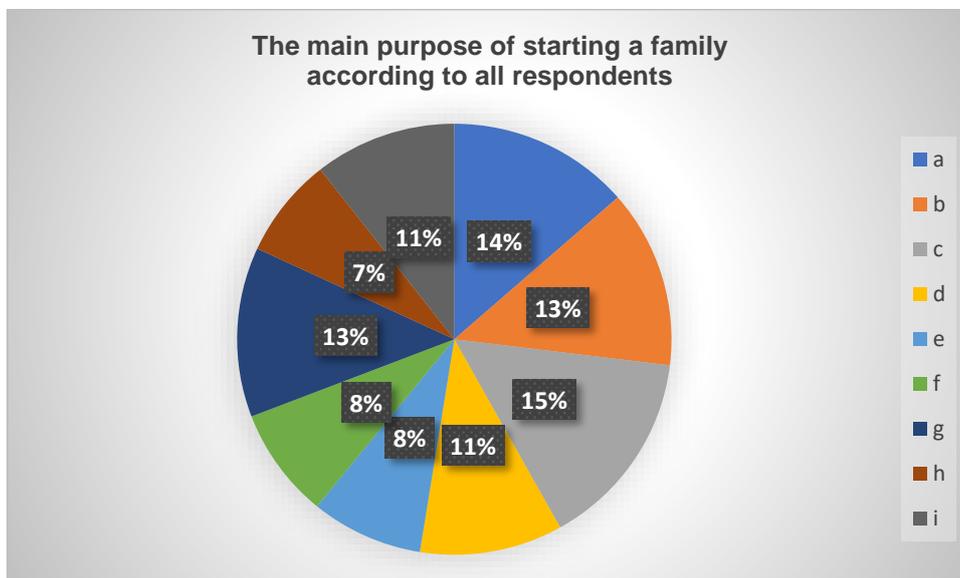
- Living together with the chosen partner 15%
- Having children is the most important in family life 14%
- The most natural way to live together 13%



## Women, Families, Careers A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



- a. Having children is the most important aspect in family life.
- b. Family is best for the child.
- c. Living together with your chosen partner.
- d. A stronger bond between the two parties.
- e. Preservation of Christian traditions.
- f. Meeting environmental expectations.
- g. The most natural way to live together.
- h. The impact of a successful family's value creation on society
- i. The future of societies is based on family formation and family functioning.

The country-by-country responses were similar to that of the total responses.

At the same time, Czech respondents also consider it important to mark a stronger bond between the two parties and meeting the expectations of the environment.

Polish respondents considered it important to mark the goal of family formation as preserving Christian traditions.

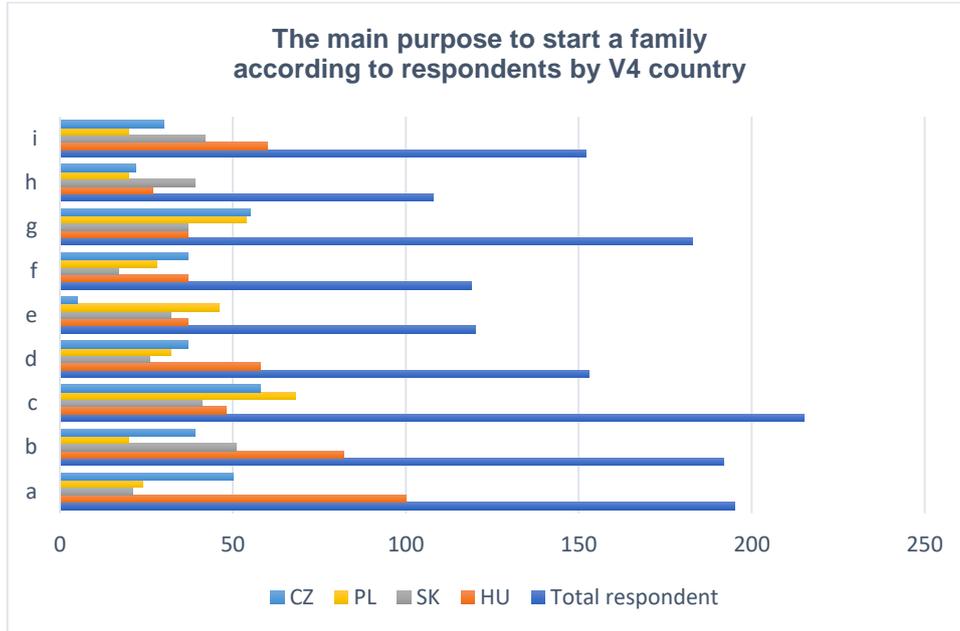
According to Slovak respondents, it is important to indicate the impact of a successful family's value creation on society as the goal of family, and the future of societies is based on family formation and family functioning.

Hungarian respondents considered it relevant to register stronger bond between the two parties, and the future of societies is based on family formation and family functioning as the main purpose for starting a family.

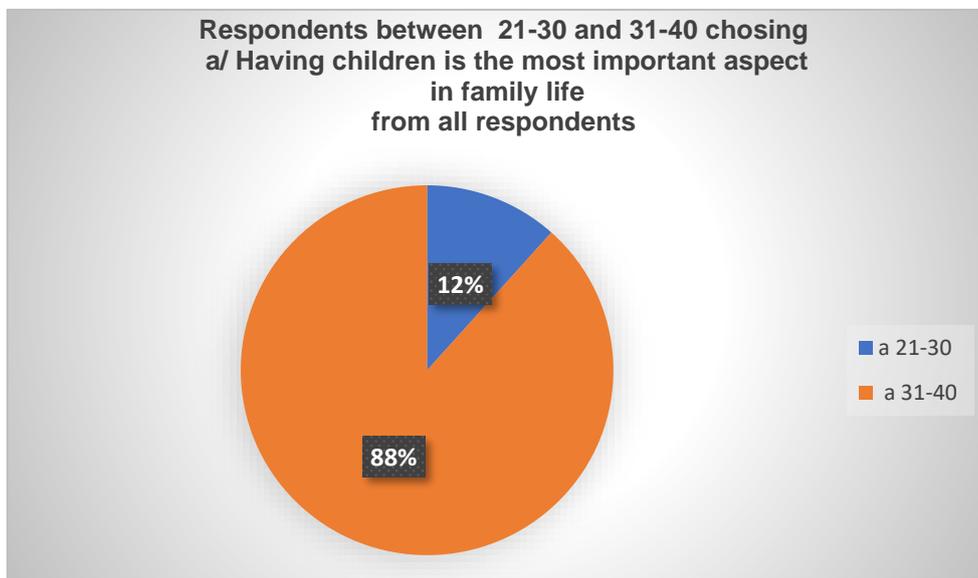


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by  
• Visegrad Fund  
• •



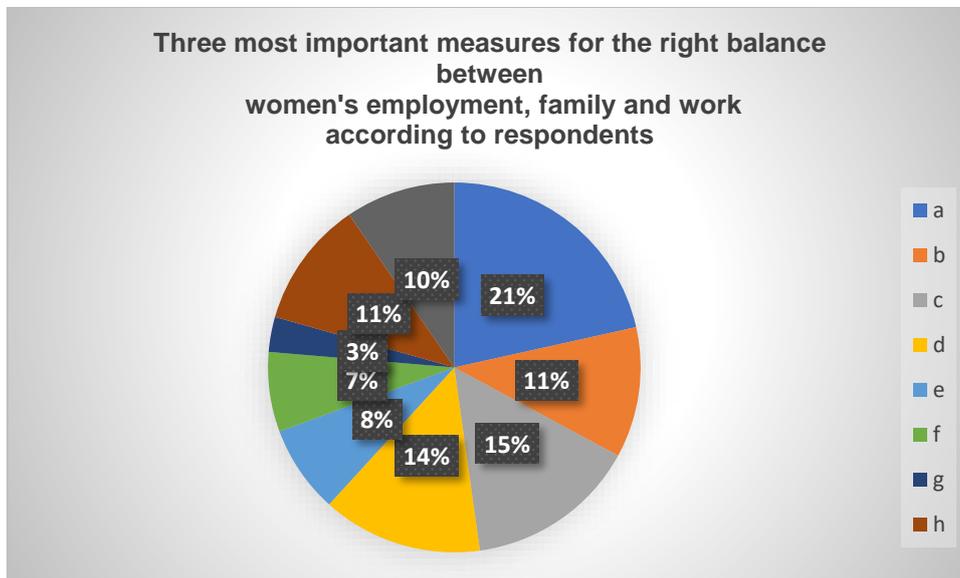
12% of respondents aged 21-30 chose that having children is the most important aspect in family life, while 88% of those aged 31-40 chose the same.



**10. What would be the three most important measures in your country ensuring the right balance between women's employment, family, and work?**

According to all respondents, the three most important measures for the right balance between women's employment, family, and work:

- Encourage flexible, family-friendly forms of employment - 21%
- Employment regulation should be such that workers do not have to change jobs in order to enjoy a quality family life - 15%
- Suitable nursery and kindergarten - 14%



- a. Encourage flexible, family-friendly forms of employment.
- b. The workplace should also provide facilities for family life.
- c. Employment regulation should be such that workers would not need to change jobs in order to live a quality family life.
- d. Suitable nursery and kindergarten.
- e. Secure tax environment.
- f. Supporting home making.
- g. Preparatory training for marriage.
- h. Durability of family policy support.
- i. Suitable healthcare background.

The country-by-country responses were similar to the total responses.

In addition, Czech respondents consider also suitable healthcare background to be necessary for the right balance between female employment, family and work.

In addition, Polish and Slovak respondents indicated that the workplace should also provide space for the development of family life to unfold.

In order for the balance between women's employment, family and work to be appropriate, the workplace should also provide facilities to support family life.

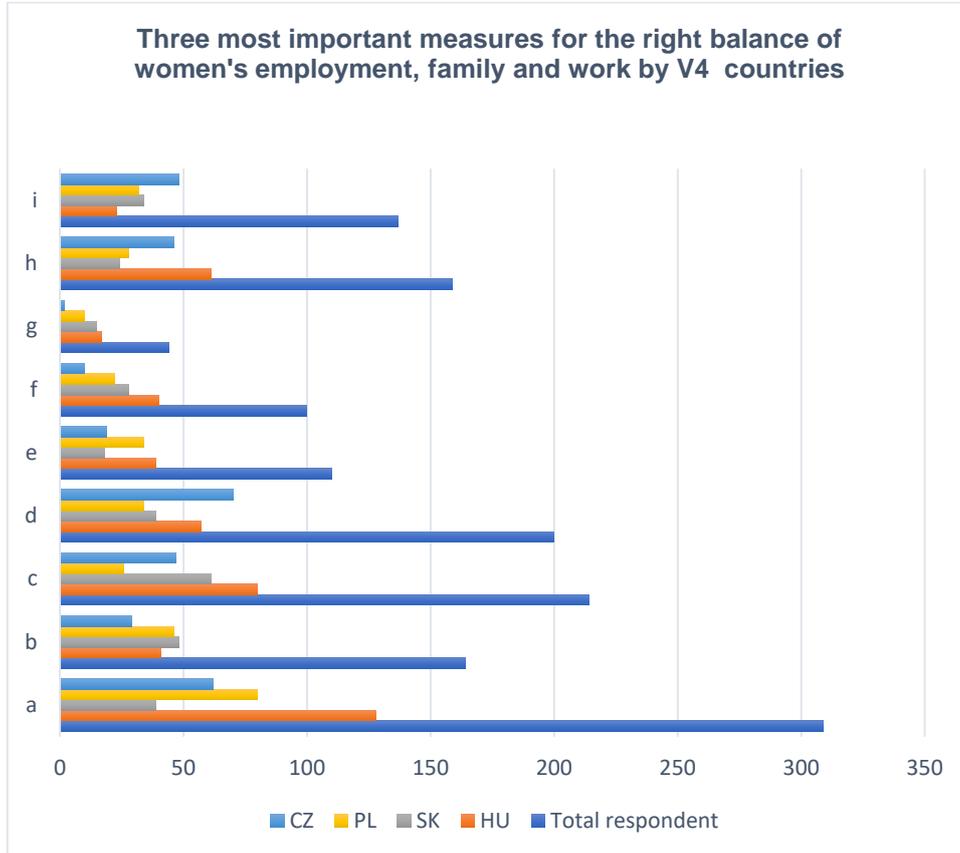
In addition, Hungarian respondents indicated the durability of family policy support.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

supported by

• Visegrad Fund



**11. How do you see whether is worth supporting women's entrepreneurship in your country?**

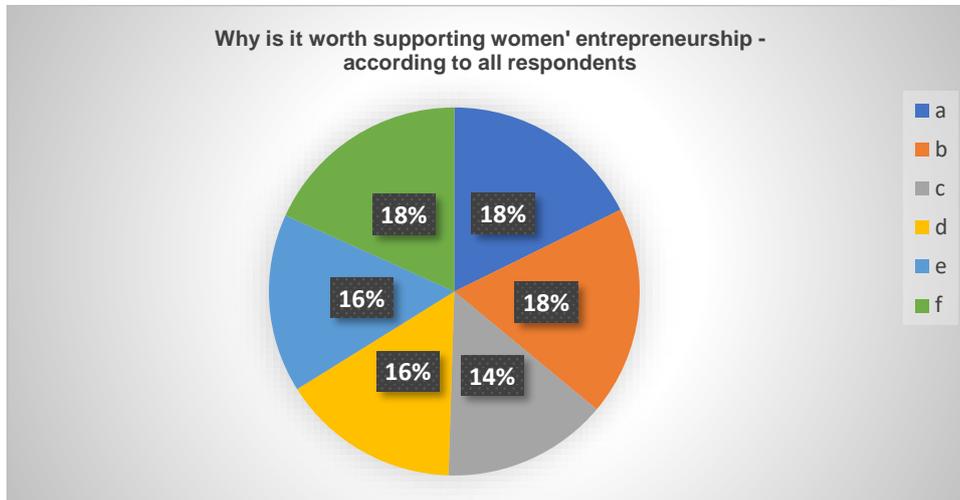
According to all respondents, why it is worth supporting women's entrepreneurship was as follows:

- 18% - it coordinates the operation of the business and the operation of the family.
- 18% - it provides an experience of success which is transmitted to the family as well
- 18% - it is an important part of the economy



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund



- a. It coordinates the operation of the business and the operation of the family.
- b. It provides an experience of success which is transmitted to the family as well.
- c. Suitable for career building.
- d. It complements the family budget.
- e. Children see a good example of organizing from close.
- f. It is an important part of the economy

The examination of the responses by country showed a similar result as in the case of the total responses, but we can also find other key statements by country:

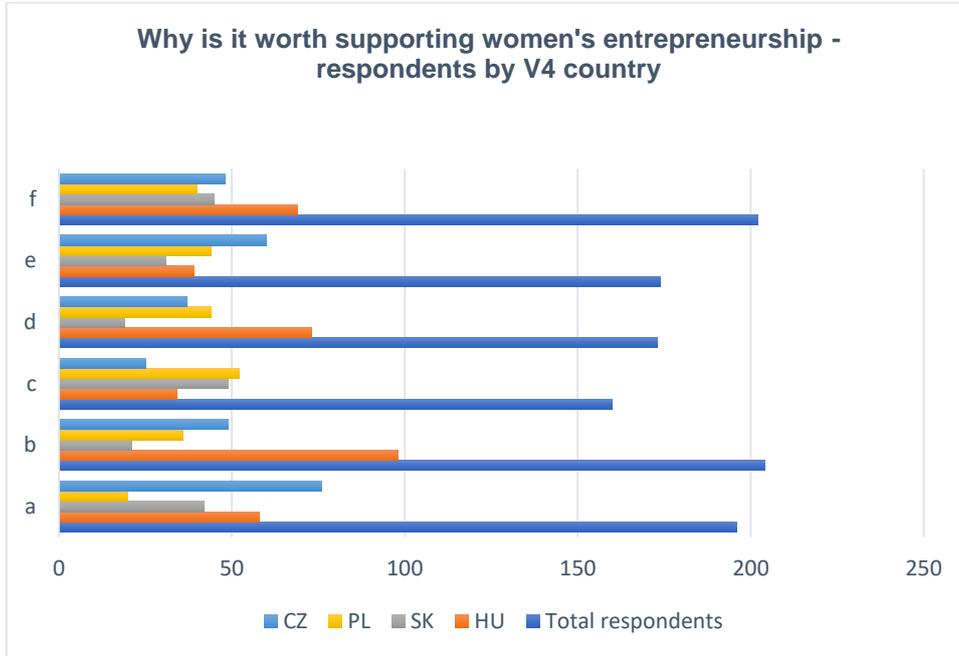
- according to the Czech respondents, why it is worth supporting women's entrepreneurship is added by the fact that children see a good example of organization close.
- according to Polish and Slovak respondents, the reasons why it is worth supporting women's entrepreneurship, it was added: because it is suitable for career building,
- according to the Hungarian respondents, it complements the family budget.



**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

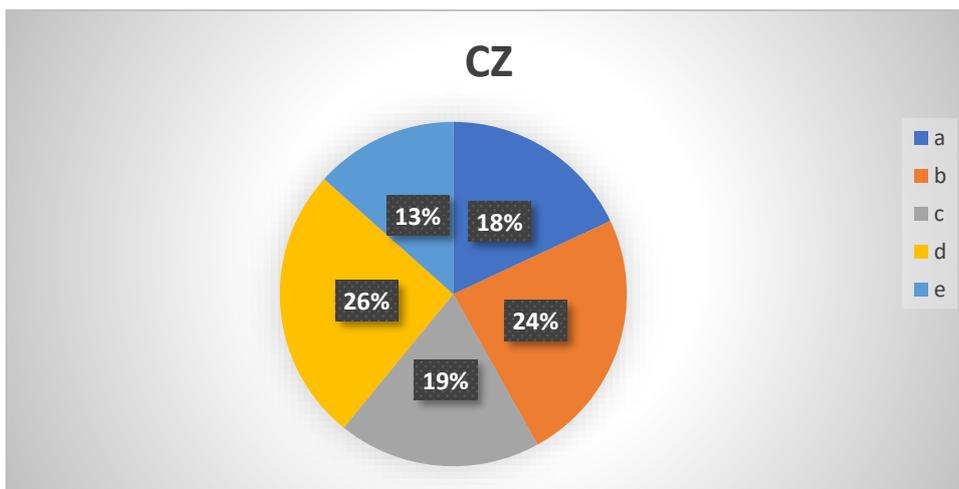
supported by

• Visegrad Fund



**12. Indicate the areas in which your country has already taken action?**

26% of Czech respondents indicated the measure taken in the field of employment, while 24% indicated a measure to start a family. But the other measures were also marked.



The situation is similar in the case of Polish respondents, 23% consider that the measure taken in the field of employment, while 30% indicated the start of family measure. However, other measures were also identified.

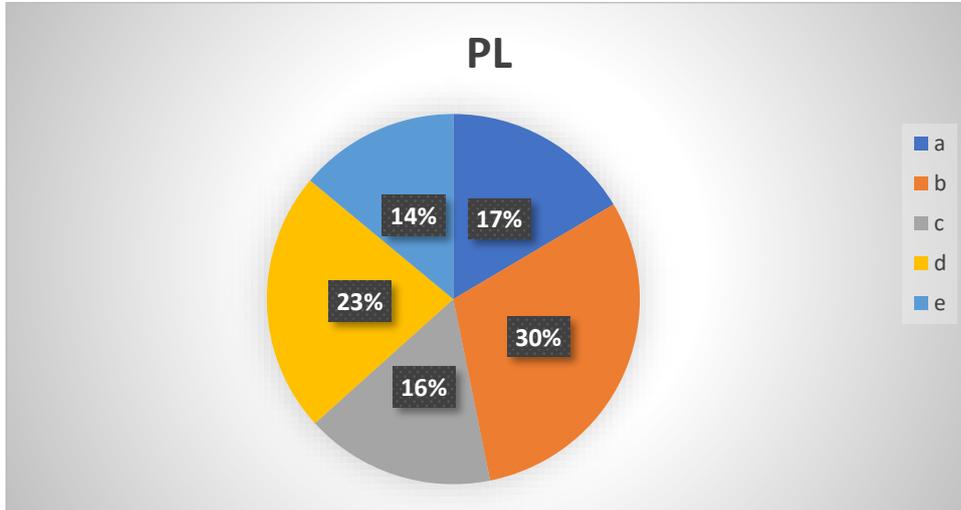
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

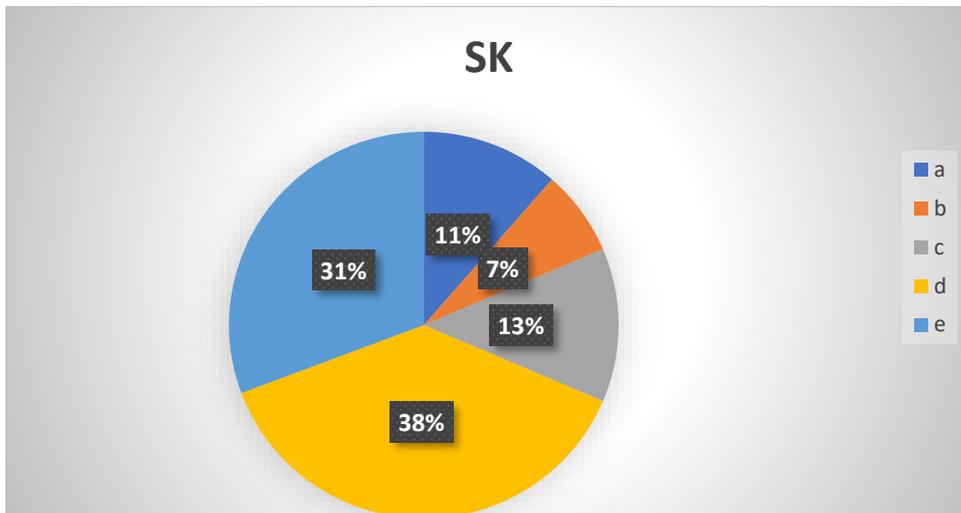


**Women, Families, Careers**  
A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund
- 
- 



38% of Slovak respondents feel that their country has taken measures in the field of employment, while 31% feel that measures have been taken in the field of atypical work.



46% of Hungarian respondents believe that the country has taken action in creating a home, while 30% believe in starting a family.

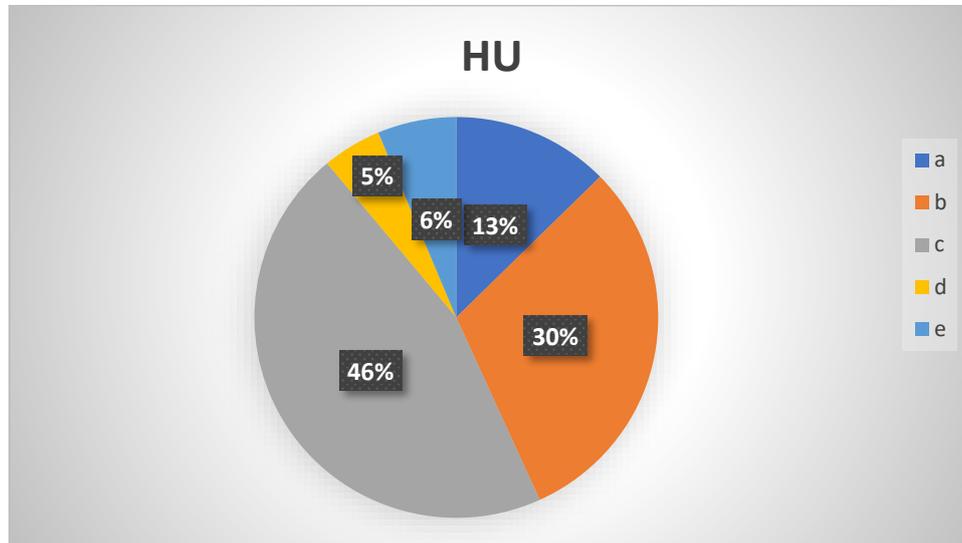
**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org



## Women, Families, Careers A Civil Society Forum in the V4 Spirit

- supported by
- Visegrad Fund



- start of an independent life
- start a family
- creating a home
- employment
- atypical work

## VII. Focus Group Interviews in the Conference Panel Discussions

This part of the conference consisted of one focus group considering the theme "**Women as entrepreneurs**"

and a second focus group considering the theme of "**Women at the workplace**".

The format for each theme was a presentation by each member followed by interview questions put to them by the moderator.

When compiling the interview questions, it was determined which research goal we would like to achieve by asking each question. Thus, it was determined which question belonged to which hypothesis.

**Focus group participants** were selected from all V4 countries in consultation with partner organizations. They came to speak in the panel discussions of the WOMEN, FAMILIES, CAREERS – A CIVIL SOCIETY FORUM IN THE V4 SPIRIT International Conference in Budapest on 28 August 2020.

**Moderator:** Ms. Erika Farkas, senior editor and presenter, Kossuth Radio

At the beginning of the interview, the moderator introduced herself and introduced the participants to each other. She then described the topic, the purpose of the research.

During the interview, the moderator also had to make sure that the participants stayed on topic.

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

**A) Theme: "Women as entrepreneurs"**

**Focus group members' presentations**

**Introductions:**

**Ms. Eva Primus Kovandova**, director of Chamber of Commerce in Prague

Czech women are raised so that they are not afraid to start a business. This trend is helped by the fact that 40% of young people have graduated from university. The number of female entrepreneurs exceeds that of men. A sign of the social empowerment of women is that there are more women who can be set as role models for young women. Of these, mention should be made of the Minister of Finance, who was the first woman in the Government. There are currently 10 men and 4 women ministers in the Czech Government. Change is expected as more and more active women appear in political life. The Minister of Labor and Social Affairs, the Minister of Regional Affairs and Development are women. Previously, the mayor of Prague was a woman, and now there is a woman sitting in the mayor's chair. The Women's Entrepreneurs Club, the Lady Club, are open to all women entrepreneurs. It aims to bring all entrepreneurial women together and support them in their businesses. It was only in the past that women can only be housewives.

**Ms. Henrieta Holúbeková**, entrepreneur, founder of House of Knowledge – Slovak Republic

My life can be described in three words: motherhood, self-realization, and a desire to help others. I have three children who are 28, 21 and 16 years old. I am a person who loves to learn, experience things and to be useful. I worked in public administration, education, I was a freelancer, a voluntary at civil organization, and then an entrepreneur. My business is basically about education. I have significant experience in teaching civil organisations. However, I also provide education to companies and individuals.

I have found that school does not prepare you for life. After reading a study, I was struck by the fact that the number of suicides among young people is increasing.

I have developed a subject called life science, which I teach in formal and non-formal settings. Seeing our results, we were also asked to train those working in the youth field as well. We train youth workers internationally.

I became a consultant in Belgium when a Flemish school was reformed.

I received awards for my work in developing youth talent.

Eight years ago, my wish to speak at the TED conference came true. I have developed online workshops for all ages.

**Ms. Obertolné Horváth Tímea**, entrepreneur, representing the Club of Győr-Moson-Sopron County Chamber of Commerce and Industry – Hungary

I am a 54-year-old family entrepreneur who founded the legal predecessor of our businesses with my husband 35 years ago. We are currently part of Győr's business with 5 commercial companies and one foundation. I have found that there is a man behind every successful woman. Behind me is my husband, beside me are my 33- and 28-year-old sons, who run our commercial, hospitality and physical well-being and construction departments involved in the pandemic.

**Coordinator: Association for Women's Career Development in Hungary**



We have managed to make a balance between quiet private life and social responsibility. In addition to family businesses, I can now also engage in civil initiatives. As a member of the board of trustees of the Győr Shopping Streets Foundation, founded by the Győr-Moson-Sopron County Chamber, I have been participating in the work since foundation (2006), as chairman since 2016. I have been the chairman of the commercial professional department of GYMSKIK since 2016 and I also act as a member of the Győr regional board. In addition, I participate in the education and examination of commercial students. We train apprentices in our retail stores. I also received also the praise from the school of the foundation for the online education. In addition to our family businesses, we have a sports association.

## Questions and answers

### 1. In what ways can we help promote the entrepreneurial activity of women?

#### ***Eva Primus Kovandova***

We support successful businesses, professionalism, good ideas. In addition, we pass on useful experiences to each other.

#### ***Henrieta Holubekova***

First and most important is education. No one raised us on how to build a stable family. While we are talking about multiculturalism, no one has taught us about gender differences. We did not learn how to understand our partners and how to communicate with our grandparents.

#### ***Obertolné Tímea Horváth***

Social and family support can increase female activity. If there is no balance between work and family, we cannot undertake entrepreneurship. There is a born entrepreneur, because everyone is a differently socialized. The age of “forced entrepreneurship” is now over.

### 2. Does women’s entrepreneurship promote the wish to have children?

#### ***Eva Primus Kovandova***

The Chamber of Commerce organizes many workshops and seminars for women. The availability of educational support is essential.

#### ***Henrieta Holubekova***

Among those who have completed a life science course, there are more and more people who do not want a child. It is a big task for us to change this attitude. Women with children learn to better schedule their life.

#### ***Obertolné Tímea Horváth***

Choosing the right sector, then has an advantage, because then we can allocate our time ourselves. This also requires social and family support. As an example, my mother helped a lot in raising my children.

### 3. What promotes women’s desire to be entrepreneurs? Need or opportunity, or personality, or all of these combined?

#### ***Eva Primus Kovandova***

The home, the family situation is the determining factor. Women are sometimes under great pressure, which motivates them to start a business.

**Coordinator: Association for Women's Career Development in Hungary**

**Henrieta Holubekova**

All three are needed to run my business and be with my kids. I am a divorced mother with my own business for whom motherhood is a priority. Two of the kids are already adults, so I have more time to deal with my business. Earlier, however, it was necessary to be with them and learn with them. I am a leader and responsible person who, however, likes to learn and share my knowledge with others.

**Obertolné Tímea Horváth**

There is a born entrepreneur, because everyone socialized differently. The age of “forced entrepreneurship” is now over.

**B) Theme: “Women at the workplace”**

**Focus group members’s presentations**

**Introductions:**

**Ms. Kinga Joó**, Member of the European Economic and Social Committee, Vice Chair of the National Association of Large Families – NOE – Hungary

I am Vice-President of NOE, but I also work for the European Economic and Social Committee in Brussels. I think it’s natural to be feminists in the positive sense of the word if someone wants to work actively. I did not experience negative voices in the EU when I said that I was a feminist, but I also believe in family. This is natural in our region, but not so self-explanatory in other areas of the EU. In the EU, they talk about “pregnant workers” because they are afraid of the term pregnant mother. In response to the COVID 19 virus, we can see that 71% of healthcare workers are women, but in our region this figure reaches 80%. In addition, the proportion of women in the social sector is much higher than that of men. Unpaid care work by women is also very high (ILO), which may increase in the future, also due to the pandemic. During the pandemic, the families could spend more time together that can be considered a positive reaction. It is a good sign that more and more people in the EU are realizing the importance of the family. Looking at current trends in terms of population, the V4 countries may see themselves as losers, while other EU countries do not feel so burning about this issue due to migration and longevity. Furthermore, “maternity punishment and paternity bonus” in V4 countries means that mothers raising young children work much less than in other EU countries. These challenges need to be addressed in the region.

**Ms. Aleksandra Januszewicz**, family sociologist, international director of Związek Dużych Rodzin “Trzy Plus” (Large Families Association), Poland

In large families, mother-father balance is even more important than in other families, as more children mean more tasks. Everyone has to decide for themselves what lifestyle to choose. It depends mainly on the upbringing of the children whether they will be happy in life. The feeling of belonging somewhere is important for everyone. We need to be open to the needs of the rest of the family. Parents must take responsibility for their children. In the event of a crisis, the support that the individual receives from the family or their environment is essential. The family is the best place to learn to work together.

**Ms. Katalin Hajós**, “women in leadership” expert, representing AWCDH in the Best Workplace for Women Award Evaluation Committee – Hungary

**Coordinator: Association for Women's Career Development in Hungary**

H-1118 Budapest, Ugron Gábor u. 28. · Telefon: (36-1) 319-5245 · Fax: (36-1) 319-2017  
E-mail: awcdh@t-online.hu · www.noikarrier.hu · www.womenscareer.org

About myself: I've worked in the media my whole life. In the 80s, I directed the domestic launch of Burda Magazine. I worked for almost 20 years in an international media agency network, where from a 6-person business at the beginning has grown up to 150 people. Ever since I retired from there I've been working a lot more. I'm involved in launching an online radio, helping my daughter's business, and I'm founding board member of the AWCDH.

At the beginning of the conference, it was discussed that there are many conditions for women to find a balance between private life and career in their own lives. The state also has a role to play in creating the legal conditions. However, there is another level of responsibility for how employers adopting this. It is a question of what a civil organisation can do.

I think that's what we did when we initiated the Best Workplace for Women competition and award in 2007.

## Questions and answers

### 1. How is it possible to balance work and private life?

#### **Kinga Joó**

If you have to learn but also have to work, you can also balance it. Achieving balance basically requires flexibility, from all sides, e.g. both from the employer and employee side.

#### **Aleksandra Januszewicz**

Doing a lot of things at once can help with family and professional life. In addition, however, it is advisable to experience the experience of the moment.

#### **Katalin Hajós**

This requires effort on the part of both the employer and the employee. In a difficult time, you need to honestly tell the employer if the employee is right now focusing on another topic. And the employer accepts it, if he/she knows that it is only temporary. It might be a mistake to lose a good employee because it may cost much more to find the right replacement.

### 2. In what ways can we promote women's activity in the labor market?

#### **Kinga Joó**

Whom do we need? For men to be active too. Care is needed by every generation, at every stage of their lives. It is important that vital services for the family are available and affordable.

#### **Aleksandra Januszewicz**

The value of working from home must be recognized. We need men to support us.

#### **Katalin Hajós**

The V4 countries are in a better position to employ women. Historically, women have always worked in these countries, as two-earner family has been necessary for families to function. Part-time work is very common in Western Europe, and legal and financial possibilities should be created here as well, better than what is currently available. Because the income from 4 hours of work may be spent on transport and eating, so it's not reasonable. In this, both the state and the employer have a responsibility.



### 3. Does intergenerational cooperation help make the family work?

#### ***Kinga Joó***

Absolutely, from the point of view of NOE, I can only say yes. We must also use the concept of the extended family, because their members, even if they are not together, help each other. My goddaughter, who lives in Spain but has just returned home, has a birthday today, so I hurry home to host it.

#### ***Aleksandra Januszewicz***

Our mothers, grandmothers are not always with us, however they could help. Children who receive time, attention and care from their grandmother will have less chance to get mental illness.

#### ***Katalin Hajós***

You can't say no to this question, because it would be easy to think that your grandmother is there. It is very good if two generations think equally about education. At the same time, as society ages, older people remain active for a long time. Children need a grandmother until 12. After that, we can still be active and useful members of society.