

# Hungary

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Budapest). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Hungary scores 96.9 out of 100**. The overall score for Hungary is higher than the regional average observed across High income (OECD) countries (94.7).

## Hungary - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Hungary gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, Hungary could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Hungary is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Hungary may wish to consider mandating equal remuneration for work of equal value.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3 and 4:26
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Can a woman apply for a passport in the same way as a man?	Yes	Government Decree 101/1998 on Traveling Abroad, Arts. 13-14 and 16; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Does the law prohibit discrimination in employment based on gender?	Yes	Act on Equal Treatment and the Promotion of Equal Opportunities, Secs. 1-3 and 21
	Is there legislation on sexual harassment in employment?	Yes	Act CXXV of 2003 on Equal Treatment, Secs. 5(d) and 10(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Act CXXV of 2003 on Equal Treatment, Sec. 17A <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Can a woman be head of household in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Is there legislation specifically addressing domestic violence?	Yes	Act LXXII of 2009 on Restraining Orders Related to Violence Between Relatives; Criminal Code, Secs. 197(3)(b) and 212/A
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Act on Marriage, Family, and Guardianship No. IV. 1952, Sec. 18 (1)
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Sec. 127
	Does the government pay 100% of maternity leave benefits?	Yes	Act No. 83 of 1997, Sec. 18
	Is there paid paternity leave?	Yes	Labor Code, Sec. 118
	Is there paid parental leave?	Yes	Act No. 83 of 1997, Sec. 42A
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 65
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Act CXXV of 2003 on Equal Treatment and Promotion of Equal Opportunity, Arts. 8 and 30(1)
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Can a woman register a business in the same way as a man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
	Can a woman open a bank account in the same way as man?	Yes	Civil Code of 2012, Fourth Book Family Law, Sec. 4:3
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code of 2012, Fourth Book Family Law, Secs. 4:42 and 4:45
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of 2012, Book Seven Law of Succession, Sec. 7:55
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of 2012, Book Seven Law of Succession, Sec. 7:61
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code of 2012, Fourth Book Family Law, Secs. 4:42-4:46
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code of 2012, Fourth Book Family Law, Secs. 4:34, 4:37-4:46
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Regulation on Pension Law (1 January 2011), Section "Retirement Age"; Law on Social Security Pensions, Sec. 18(1) Men: Regulation on Pension Law (1 January 2011), Section "Retirement Age"; Law on Social Security Pensions, Sec. 18(1)
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Law on Social Security Pensions, Secs. 18(1), 18(2), 20(1) and 20(2); Regulation on Pension Law (1 January 2011), Section "Retirement Age" Men: Law on Social Security Pensions, Secs. 18(1), 18(2), 20(1) and 20(2); Regulation on Pension Law (1 January 2011), Section "Retirement Age"
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Act on Labor Code (2012 I), Sec. 66(9) Men: Act on Labor Code (2012 I), Sec. 66(9)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on Social Security Pensions (1997 LXXXI) (up-to-date), Arts. 38(1)(a), 38(1)(c), 22(2)(b), 22(2)(c) and 22(2)(h)