

Hungary

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Hungary - Scores for Women, Business and the Law 2023



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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Hungary may wish to consider mandating equal remuneration for work of equal value.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Hungary are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/hungary/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Secs. 4:3, 4:25 and 4:26
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
	Can a woman apply for a passport in the same way as a man?	Yes	Decree No. 101/1998 on Traveling Abroad, Secs. 14 and 17; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
	Does the law prohibit discrimination in employment based on gender?	Yes	Act on Equal Treatment and the Promotion of Equal Opportunities, Secs. 1-3, 8 and 21
	Is there legislation on sexual harassment in employment?	Yes	Act CXXV on Equal Treatment and Promotion of Equal Opportunity, Secs. 8(r) and 10(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Act CXXV on Equal Treatment and Promotion of Equal Opportunity, 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 a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Secs. 4:3, 4:24 and 4:25
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Secs. 4:3, 4:24 and 4:25
	Is there legislation specifically addressing domestic violence?	Yes	Act LXXII 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	Civil Code, Secs. 4:20-4:24
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Secs. 4:20-4:24
	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. 6
	Is paid leave available to fathers?	Yes	Labor Code, Sec. 118(4)
	Is there paid parental leave?	Yes	Act No. 83 of 1997, Sec. 42A
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 65
	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, Secs. 8 and 30(1)
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Sec. 3
Assets	Can a woman open a bank account in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Secs. 4:42-4:46
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Sec. 7:55
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Secs. 7:58-7:61
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Secs. 4:42-4:46
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Secs. 4:34 and 4:37-4:40
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Regulation on Pension Law (1 January 2011), Sec. "Retirement Age"; Law on Social Security Pensions, Sec. 18(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Law on Social Security Pensions, Secs. 18(3)
	Is the mandatory retirement age for men and women the same?	Yes	Labor Code, Sec. 66(9)
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Social Security Pensions, Arts. 38(1)(a), 38(1)(c), 22(2)(b), 22(2)(c) and 22(2)(h)	