











Hungary

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
87.5	52.5	93.1

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Hungary, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Budapest). The scores for Hungary are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	100.0	75.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	50.0	66.7	33.3	0.0	66.7	33.3	75.0	33.3	66.7	100.0
Expert opinions score	87.5	100.0	81.3	62.5	100.0	100.0	100.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Hungary (87.5 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). 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, laws affecting childcare, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Hungary obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Hungary is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Hungary may wish to consider introducing legislation on femicide and adopting comprehensive legislation on sexual harassment.

The **WBL 2.0 supportive frameworks score** for Hungary (52.5 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting the size of a woman's pension, Hungary obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Hungary is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator,

Hungary may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Hungary (93.1 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Hungary obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Hungary is on the indicator measuring expert opinions on women's pay.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Act LXXII on Restraining Orders Related to Violence Between Relatives, Ch. 1, Sec.1(a) and Ch. III; Criminal Code, Secs. 197(3)(b), 212/A and 459(14)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	Yes	Civil Code, Secs. 2:10(1) and 4:9(1); Act on Marriage, Family and Guardianship 2009, Secs. 7-13; Criminal Code, Sec. 213(2)(b)
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Decree No. 101/1998 on Traveling Abroad, Sec. 14 and 17; Civil Code, Sec. 4:3 and 4:25
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Fundamental Law of Hungary, Art. G(1); Act LV of 1933 on Hungarian Citizenship, Arts. 3 and 4(2)
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Act CXXV of 2003, Sec. 8 and 21
Does the law allow employees to request flexible work?	Yes	Act I of 2012, Sec. 61
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 an industrial job 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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Secs. 4:3, 4:24 and 4:25
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 obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Secs. 4:20-4:24
Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Secs. 4:20-4:24

Parenthood

Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Sec. 127; Act No. 83 of 1997, Sec. 42A; Act LXXIV, amending Act I of 2012, Sec. 118/A
Are leave benefits for mothers paid solely by the government?	Yes	Act No. 83 of 1997, Sec. 6
Is there paid leave available to fathers?	Yes	Labor Code, Sec. 118(4); Act LXXIV, amending Act I of 2012, Sec. 118/A
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Sec. 65

Childcare

Does the law establish provision of childcare services in center-based settings?	Yes	Act XXXI of 1997, Secs. 5(u)(w), 41(3), 42-44B and 94
Does the law establish any form of support to families for childcare services?	Yes	Government Decree 187/2019, Secs. 1, 3, 5, 6, 39 and 40; Act XXXI of 1997, Sec. 21A; Decree of the General Assembly of Budapest Municipality 3/2022
Does the law establish any form of support to non-state childcare providers?	Yes	Law on the Central Budget of Hungary 2023, Annex 2, Secs. 13, 16, 42 and 43; Official Nursery Association Website, Government Grant "Supporting the Creation and Development of Family-Friendly Workplaces"; Corporate Tax Act, Sec. 7.1(d) and Annex 3B, Sec. 20
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Decree 15/1998 (IV. 30.), Secs. 1, 3, 46 and Annex 1-2; Decree No. 369/2013 (X.24), Sec. 36; Government Decree 415/2015, Sec. 12 and Annex 1

Entrepreneurship

Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25; Companies Act, Sec. 3
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)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located

Assets

Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Sec. 4:42-4:46; Fundamental Law of Hungary, Arts. XIII and XV (3); Act CXXII of 2013 on Transactions in Agricultural and Forestry Land, Sec. 10(1)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Sec. 7:55
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Secs. 7:58-7:61
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Secs. 4:34 and 4:37-4:40

Pension

Are the ages at which men and women can retire with full pension benefits equal?	Yes	Regulation on Pension Law (1 January 2011), Sec. "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	Law on Social Security Pensions, Secs. 18(3)
Is the mandatory retirement age for men and women equal?	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)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Manual on Preventing Workplace Harassment and on the Forms of Rights Enforcement; National Crisis Management and Information Telephone Service

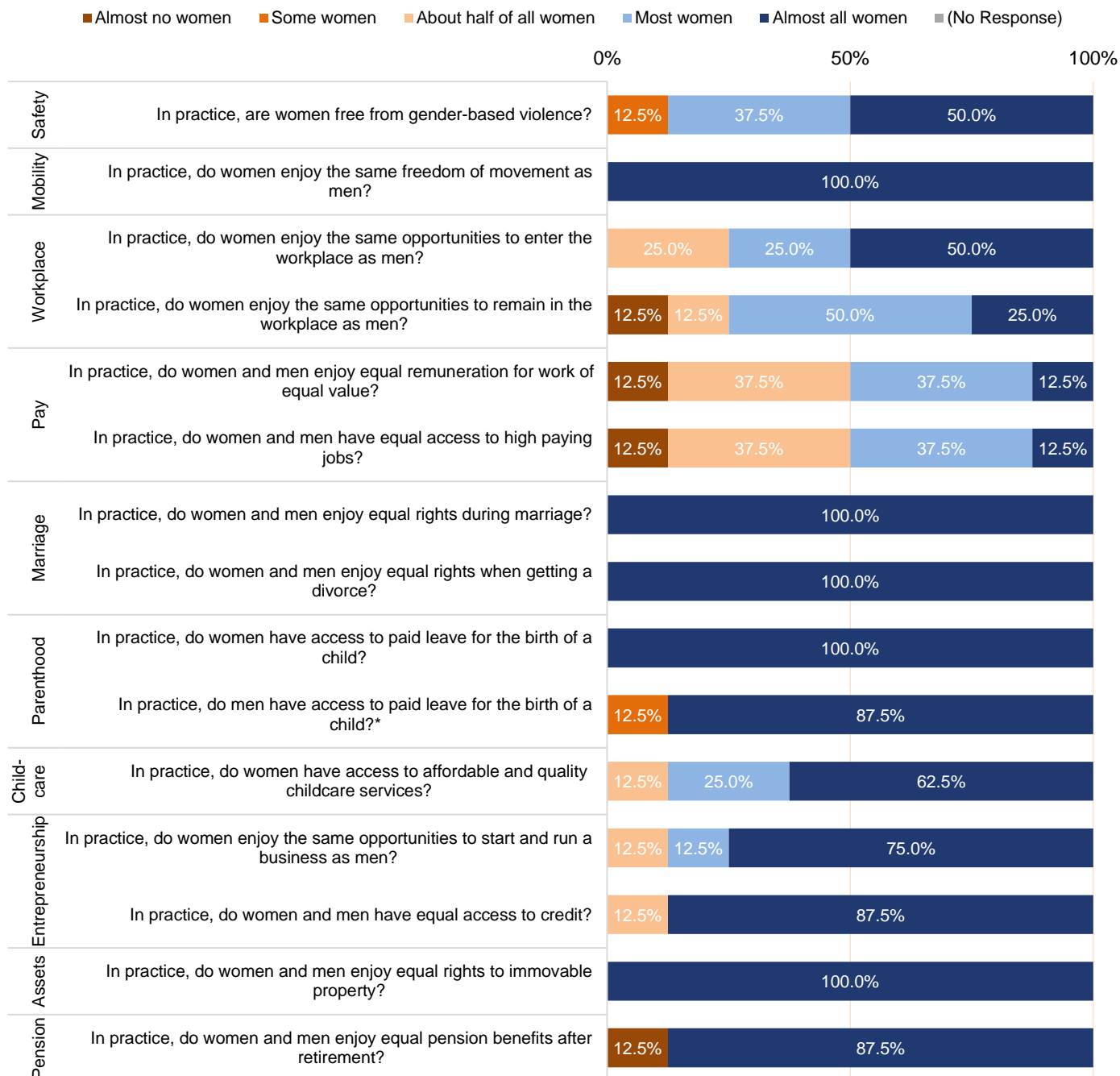
Are there special procedures for cases of sexual harassment?	Yes	Act CXXXV on Equal Treatment and Promotion of Equal Opportunity, Secs. 13 and 14
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Act on Equal Treatment and Promotion of Equal Opportunities, Arts. 8, 15 and 21
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Act CXXX of 2016 on the Code of Civil Procedure, Secs. 117(1), 429, 435 and 622
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Assistance Service
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Hungarian National Treasure: Application for establishing maternity support
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Social Sector Portal; Government Decree No. 369/2013 (X. 24.) , Secs. 1, 13 and 19A
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Government Decree 187/2019, Secs. 1, 3, 5, 6, 39 and 40; Official Website of the Treasury
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Treasury Website; Official Nursery Association Website; Official Website of the Human Resources Support Manager
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Hungarian Statistical Office
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located



Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Act V of 2013 on the Civil Code, Sec. 4:34, 4:37 and 4:45
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Hungarian Central Statistical Office
Pension		
Are there incentives in place to increase women's retirement benefits?	Yes	Act LXXX of 1997, Sec. 20
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Act I of 2017 on the administrative procedure code, Sec. 50



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.