











# Hungary

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>87.5</b>	<b>52.5</b>	<b>93.1</b>

*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 Legal frameworks score	50.0	100.0	100.0	75.0	100.0	100.0	100.0	50.0	100.0	100.0
WBL 2.0 Supportive frameworks score	50.0	66.7	33.3	0.0	66.7	33.3	75.0	33.3	66.7	100.0
WBL 2.0 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
<b>Safety</b>		
Does the law address 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)
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address 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)
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
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 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 travel outside her home in the same way as a man?	Yes	Civil Code, Secs. 4:3 and 4:25
Do a woman and a man have equal rights to confer citizenship on 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)
<b>Workplace</b>		
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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Act CXXV of 2003, Sec. 8 and 21
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 allow employees to request flexible work?	Yes	Act I of 2012, Sec. 61
<b>Pay</b>		
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
<b>Marriage</b>		
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" or "head of family" in the same way as a man?	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

<b>Parenthood</b>		
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 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
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Act XXXI of 1997, Secs. 5(u)(w), 41(3), 42-44B and 94
Does the law establish any form of support for 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 for nonstate 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 center-based childcare services?	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
<b>Entrepreneurship</b>		
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 for 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
<b>Assets</b>		
Do a woman and a man 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?	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
<b>Pension</b>		
Are the ages at which a woman and a man 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)
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Law on Social Security Pensions, Secs. 18(3)
Is the mandatory retirement age for a woman and a man 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)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
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 special procedures in place for cases of sexual harassment?	Yes	Act CXXXV on Equal Treatment and Promotion of Equal Opportunity, Secs. 13 and 14
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Act on Equal Treatment and Promotion of Equal Opportunities, Arts. 8, 15 and 21
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
<b>Marriage</b>		
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
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Hungarian National Treasury: 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
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
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 nonstate 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 the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Hungarian Statistical Office
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		



Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Act V of 2013 on the Civil Code, Sec. 4:34, 4:37 and 4:45
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Hungarian Central Statistical Office

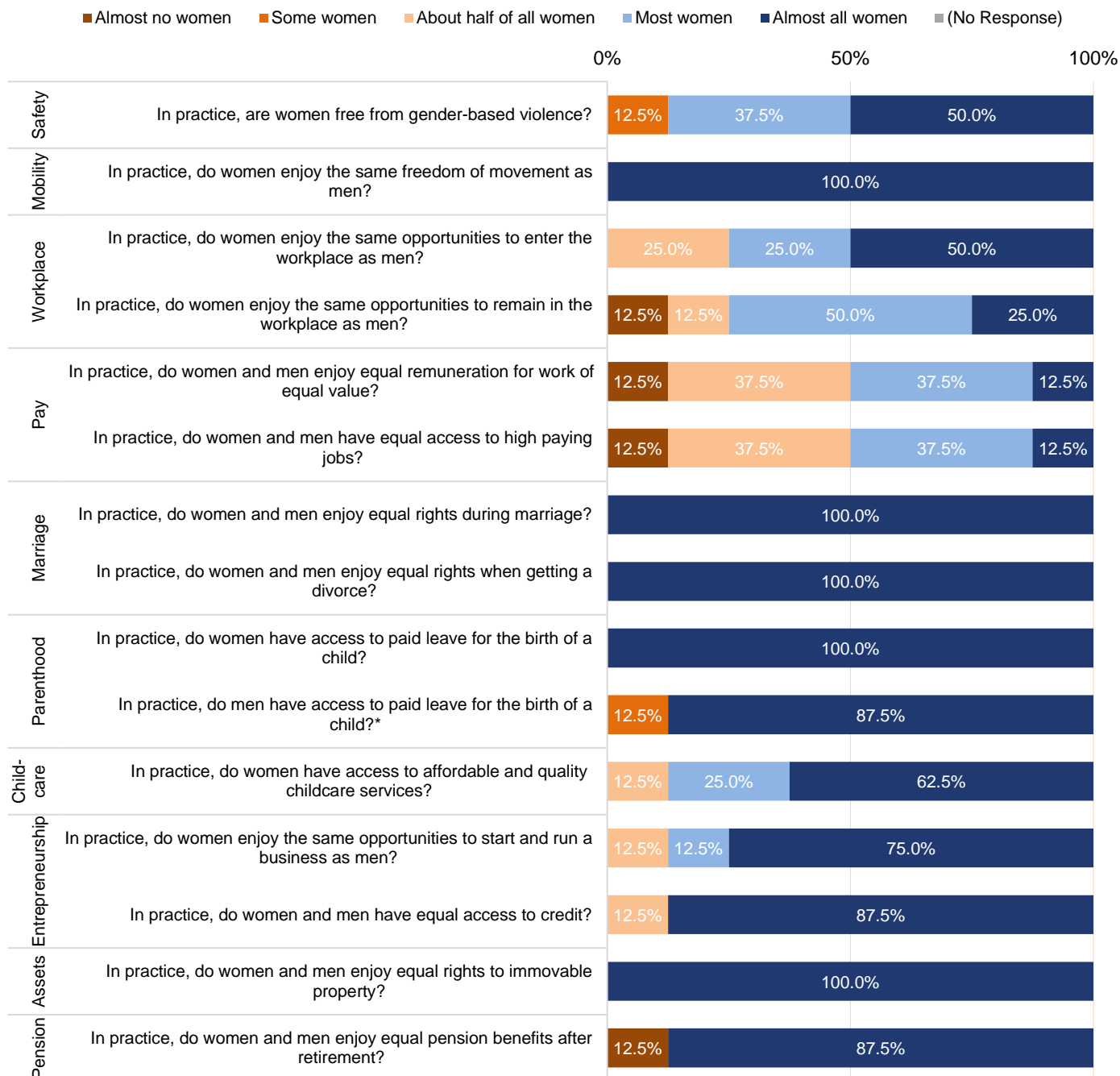
### **Pension**

Are incentives in place to increase women's retirement benefits?	Yes	Act LXXX of 1997, Sec. 20
Is 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

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## 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.