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

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THE PROJECT
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PROJECT SUMMARY

Within our Project “Women, Families, Careers – a Civil Society Forum in the V4 Spirit” we are going to organize a Conference in Budapest in second half of 2020. The main patron of the conference will be Mrs. Katalin Novák, Minister of State for Family and Youth Affairs of the Ministry of Human Capacities. At this Conference we are going to launch a Forum as a V4 Civil Society Initiative to help promote women’s employment. There will be particular emphasis on the balance between work and private/family life, with special regard to the values of our region and its sustainability. As our main objective we are going to establish common opinion and formulate a Joint Statement / Recommendation based on the Conference and results of an electronic survey. As a follow-up to the conference, the Joint Statement / Recommendation will help position the views and suggestions of the V4 countries on this vital subject within the larger EU and UN communities.

V4 PARTNERSHIP

Coordinator:
Association for Women’s Career Development in Hungary
www.womenscareer.org

Partners:
Business & Professional Women CR z.s., Czech Republic
www.bpwcr.cz
Związkę Dużych Rodzin "Trzy Plus" (Large Families Association), Poland
www.3plus.pl
Slovak Business Agency, Slovak Republic
www.sbagency.sk

SPONSORS

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Co-sponsors:
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BACKGROUND

The aim of the Europe 2020 programme is to achieve greater involvement of women in the labour market and improving their employment rates is crucial for achieving 75% of the population aged 20 to 64 to be in employment. The employment rates were for both genders in the Czech Republic were 72%, Poland 64.5%, Hungary 66.5% and Slovakia 64.9% in 2016.

Due to shortage of workforce in V4 countries it is necessary to mobilize and to develop “the reserves” of different groups in society. The group with the highest business value for companies is women.

In the EU, female participation in the labour market was 51.05% in 2017, in Czech Republic 69%, in Poland 62%, in Hungary 64%, in Slovakia 65%.

To find, attract and retain a good and qualified human capital is currently a challenge for countries, companies, and institutions.

In Europe, in the V4 countries, the proportion of older people in society is increasing.

The governments of the Visegrad countries have declared that they see support of families as solving demographic problems and strengthening their economies.

In our region policy lever tools are to be provided to help increase the participation of women in the labour market, with Work / life balance in mind - within a successful family policy.

We in the AWCDH, a Hungarian CSO specializing in women's employment, with our 16-year-old record (including EU, UN) and our expert network wish to contribute to the goals set at the V4 government level.

V4 countries have a family and child-friendly approach. The main obstacles to having the desired children are financial, as mothers with children are intermittently absent from work. In July 2019, “Nézőpont” Institute published its poll carried out in 11 CE countries, according to which 70 % of Central Europeans, (74% of population of Visegrád countries), consider their country family-friendly. Increased support granted to families in V4 countries contributed to the result. Family friendly policy can help increase the employment of women with families with a view to W/L balance. It is essential for the well-being of citizens in our region, that their working conditions provide benefits such as holidays, flexible working conditions, accessible, affordable and high-quality childcare, tax breaks.

TASKS

Conference titled “Women, Families, Careers – a Civil Society Forum in the V4 Spirit” in Budapest in second half of 2020

At this Conference we will launch a Forum for a V4 Civil society initiative to help promote women’s employment with particular emphasis on the reconciliation of work and private/family life, with special regard to the values of our region and its sustainability. We would like to share knowledge, experiences and best practices in our partnership. To this end we will invite experts in helping young women to look at relevant topics and good practices such as: relevant legislation, good working conditions, traditional and new approaches to women’s career models, help for women inside and outside the family. Our aim is to extend the dialogue at V4 level between the legislature, the government, the corporate and non-profit spheres, higher education, media, and all potential stakeholders to meet demographic, economic, social, cultural and educational challenges.

The Association for Women’s Career Development in Hungary as Coordinator, in cooperation with its invited Hungarian partner organizations (NOE-Large Families Association, Red Cross, Women Entrepreneur Club of Győr Chamber) and the 3 V4 Partners with their own country specific knowledge and contacts will contribute to achieve our goals together. As our main objective we are going to establish common opinion and formulate a joint recommendation - as a result of the Conference – in order to help promote women’s employment while balancing the needs of family life and to position V4 countries in EU and UN context. We are going to carry out dissemination at country, V4, EU and UN levels.

Coordinator: Association for Women’s Career Development in Hungary

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Electronic survey

As our main objective we are going to establish common opinion and formulate a Joint Statement / Recommendation based on the Conference and results of an electronic survey.

There has not been a questionnaire survey made on the balance between female employment, family and work.

In our questionnaire survey, the opinions and the expectations of employees and employers are will be summarized and evaluated in a comprehensive way.

The precise purpose of our research is to examine expectations for ensuring the appropriate balance of women’s employment, family and work.

During the survey, on the basis of questions, it will be identified how the opportunities and different governmental measures affect the start of family and the balance between women’s employment, family and work.

Following the coronavirus pandemic, huge changes in the economy and labor market are to be expected in the world, in our region and in Hungary. Our whole life, our attitudes will change, and expectations and priorities will be different. We are convinced however that the importance of family support and the role of women in the labor market will not change in the V4 countries’ governmental policies. At the moment, we cannot predict when the organization of our conference will be possible.

We hope that the new date planned for July 17, 2020 is possible, but we have to recognize that we may need to postpone the conference again. Unfortunately, the organization of our Survey, which is planned in close connection with the Conference, must be also suspended for the time being.

However, the professional and technical preparation of the conference can only take place on the merits of the case and when the new date is certain.

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