



# **AWCDH'S INTERNATIONAL COOPERATIONS PARTICIPATION IN RESEARCH WITHIN THE FRAMEWORKS OF COST ACTIONS IN THE FIELD OF AGEING**

## **Authors:**

**Ms Andrea Ferenczi**

President of the AWCDH

MC and WG member in COST Actions:

CA22167 Participatory Approaches with Older Adults (PAAR-net)

CA22120 Network to leverage the Multi-Age Workforce” (LEVERAGE)

COST Action CA21107 Work inequalities in later life redefined by digitalization (DIGI-net)

COST Action CA19136 International Interdisciplinary Network on Health and Wellbeing  
in an Age-friendly Digital World NET4AGE-FRIENDLY).

**Ms Ildikó Modláné Görgényi**

Board member, Research team leader, AWCDH

WG Member in the COST Action (CA21107) - Work inequalities in later life redefined by digitalization (DIGI-net)

## **SESSION**

**OF THE ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY (AWCDH)**

**AT THE GERONTOLOGY DAYS 2024 INTERNATIONAL SCIENTIFIC CONFERENCE**

**on 11 October 2024 – online**



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## **I. ACKNOWLEDGEMENT**

We highly appreciate, that as Partner  
of the Faculty of Health Sciences  
at the University of Debrecen  
we have been given the opportunity to organize our sessions  
at their annual Gerontology Days for 15 years.

Special thanks to Dr. Ágnes Bene,  
the organizer of the Gerontology Days and Dr. Ágnes Stomp  
Host of our event on behalf of the Faculty of Health Sciences  
at the University of Debrecen,  
member of AGE Platform Europe.



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## **II. PROGRAM OF THE OF THE ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY (AWCDH) AT THE GERONTOLOGY DAYS 2024 INTERNATIONAL SCIENTIFIC CONFERENCE ON 11 OCTOBER 2024 ONLINE**

10:20

***AWCDH's participation in international cooperations,***

***AWCDH's participation in research within the frameworks of COST Actions in the field of Ageing***

**Ms Andrea Ferenczi** – President of the AWCDH

MC and WG member in COST Actions:

CA22167 Participatory Approaches with Older Adults (PAAR-net)

CA22120 Network to leverage the Multi-Age Workforce” (LEVERAGE)

COST Action CA21107 Work inequalities in later life redefined by digitalization (DIGI-net)

COST Action CA19136 International Interdisciplinary Network on Health and Wellbeing in an Age-friendly Digital World NET4AGE-FRIENDLY).

**Ms Ildikó Modláné Görgényi** – Board member, Research team leader, AWCDH

WG Member in the COST Action (CA21107) - Work inequalities in later life redefined by digitalization (DIGI-net)

10:50

***Work Inequalities in Later Life Redefined by Digitalisation - Introduction of the COST Action DIGI-net***

**doc. PhDr. Martina Rašticová, Ph.D.** – Head of Department of Management, Head of ESG Research Team, Chair of COST Action CA21107 DIGI-net,

Department of Management

Faculty of Business and Economics, Mendel University in Brno

11:20

***The Reference Framework to implement Smart Healthy Age-Friendly Environments***

**Ms Willeke van Staalduinen** – CEO of AFEdeemy, the age-friendly environments academy.

12:00 ***Uncertain Futures: Understanding Work and Retirement Inequalities facing Women Over 50 in Manchester, UK***

**Dr Sarah Campbell** – Senior Lecturer, Social Care and Social Work Department, Faculty of Health and Education, Manchester Metropolitan University

12:30

***Relational Security - A future in Ageing Research?***

**Owasim Akram, PhD** – Postdoctoral Researcher, Department of Political Science; Örebro University, SWEDEN

Visiting Research Fellow, Department of Social and Policy Sciences, University of Bath, UK & Bangladesh Institute of Development Studies (BIDS)

Editorial College Member, <https://policy.bristoluniversitypress.co.uk/journals/journal-of-global-ageing> (A New Journal of British Society of Gerontology and Policy

Press) Member, COST Action (CA22167) - Participatory Approaches with Older Adults (PAAR-net), WG4

13:00 ***Cooperation and advocacy on EU level: AGE Platform Europe and its Task Forces***

**Dr. Ágnes Bene, Dr. Gergely Fábrián, Dr. Katalin Szoboszlai, Dr. Mariann Móri** – University of Debrecen, Hungary



### **III. INTRODUCTION OF THE ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY (AWCDH)**

The AWCDH has set itself the goal of recognizing, understanding, fostering and honoring the need for women's career development in the family and beyond. We help women find career opportunities by providing information, advice and training so that with their knowledge, talent, and female values specific to them, they can make meaningful contributions to the business, academic and non-profit spheres.

The AWCDH is a public benefit non-profit civil society organization which in the pursuit of its objectives looks to adopt all positive foreign best practices within a Hungarian framework while at the same time it presents exemplary Hungarian practices abroad by utilizing its wide network within the European Union and the United Nations.

In recognition of its endeavors, in 2009 the AWCDH was the first Hungarian NGO to be awarded the Special Consultative Status with UN/ECOSOC, a recognition that has further enhanced our ongoing efforts to foster and bring changes in the field of women's equality, women's rights, sustainability and demographic change worldwide, to which we continue to be wholeheartedly committed.

We are a think tank-type organization with 75 members.

Our strength is the cooperation of generations, the voluntary contribution of our professional members and our well-established strategic partnerships.

We are one of the few Hungarian civil organizations that are present on an international level almost on a daily basis, and not only in civil networks, but also in scientific collaborations.

#### **OUR PROJECTS:**

## COMMISSION on the STATUS OF WOMEN



**THE ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY, AN ORGANIZATION IN SPECIAL CONSULTATIVE STATUS WITH THE UN ECONOMIC AND SOCIAL COUNCIL SINCE 2009 HAS BEEN PARTICIPATING IN THE CSW (COMMISSION ON STATUS OF WOMEN) HELD EVERY YEAR IN MARCH IN NEW YORK, AND IN RECENT YEARS ALSO ONLINE.**



### Women's Career for a Lifetime

AWCDH has received positive international acceptance (at UN and EU level) for their "Women's Career for a Lifetime" program launched in 2009. The aim of the awareness-raising program is to give women 55 and over the chance to participate in the workforce, share their experiences and participate in lifelong learning, to develop their skills, including digital skills, and to continue playing an active role in society, including volunteer work, and to prepare consciously for longer, healthier and more meaningful lives.



### WOMEN FOR SUSTAINABLE DEVELOPMENT – THE ROLE OF WOMEN IN RURAL DEVELOPMENT

The active role of women is indispensable for the cohesion of rural communities, in the growth of the local economy, its sustained development, as well as in the preservation and proliferation of culture and traditional family values.

It has always been of top priority for the AWCDH to extend its network at the local and regional level, as well as with organizations in the Carpathian Basin.



### MARCH FOR DISABLED WOMEN [www.marchfordisabledwomen.com](http://www.marchfordisabledwomen.com)

AWCDH considers it important to present good practices of successful work-life balance with particular focus on disadvantaged women.

With special regard to the UN Convention on the Rights of Persons with Disabilities, in 2006 we launched our "March for Disabled Women" initiative hand in hand with Ms. Gyöngyi Dani, multiple European champion, world champion and six-time silver medalist paralympic fencer to encourage women with disabilities to achieve their full potential.



**2007 WORLD CONFERENCE OF HUNGARIAN WOMEN**  
Hungarian Parliament, Budapest  
23-24 November, 2007

In the "Equal Opportunities for All – European Year" 2007 the AWCDH organized the

### World Conference of Hungarian Women

with nearly 400 participants, hosted by Dr. Katalin Szili, Speaker of the Hungarian National Assembly, and held in the Upper Hall of the Hungarian Parliament on November 23-24, 2007 with the aim of addressing Hungarian women living around the world in the interest of promoting equal opportunities thanks to their professional knowledge and personal commitment to Hungary, thus contributing to the strengthening of Hungarian democracy and the rise of the country.

Thanks to the personal relationships established at the conference, we can still count on the cooperation of Hungarian women and Hungarian organizations around the world in our various programs.

[www.hungarianwomen.net](http://www.hungarianwomen.net)

## Legjobb Női Munkahely Pályázat 2007 óta

[www.legjobbnoimunkahely.hu](http://www.legjobbnoimunkahely.hu)

MAGYAR NŐI KARRIERFEJLESZTÉSI SZÖVETSÉG  ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY

## Best Workplace for Women Competition since 2007

[www.bestworkplaceforwomen.com](http://www.bestworkplaceforwomen.com)

### In honor of the Hungarian Holocaust Memorial Year the AWCDH organized the "HUNGARIAN-JEWISH WOMEN'S LIVES" INTERNATIONAL CONFERENCE



In commemoration, reconciliation and setting examples in memory of our dear friend and mentor Judith Müller, Oscar and Pro-Europe award-winning perfume creator.

The event took place in her favorite hotel, the Gellért Hotel, in Budapest on July 21, 2014.

[www.jewishwomen.hu](http://www.jewishwomen.hu)



## Erasmus+

The founders established the AWCDH in 2003 in preparation for Hungary's EU membership in 2004 with the aim of shaping the future of Europe together, and in it the empowerment of women in all areas of life.

Since then we have been participating in several research and adult learning projects. We have organized more than 50 international conferences and numerous meetings and workshops.



### VISEGRAD WOMEN

[www.visegradwomen.net](http://www.visegradwomen.net)

In 2019 we launched a common platform, the Visegrad Women's Initiative, to help promote women's employment with particular emphasis on the reconciliation of work and private-family life by an exchange of knowledge, experiences and best practices with special regard to the values of the Visegrad region and its sustainability.

In 2020-2022 we implemented as coordinators the research projects "Women, Families, Careers – a Civil Society Forum in the V4 Spirit" and "Women, Families, Careers – Effects of the Pandemic on Work-Life Balance in the Visegrad Countries" thanks to the support of the Visegrad Fund in partnership with V4 civil organizations with whom we continue to work together on various new projects.

## IV. “WOMEN’S CAREER FOR A LIFETIME” PROGRAM – SINCE 2009



### **Women’s Career for a Lifetime**

AWCDH has received positive international acceptance (at UN and EU level) for their “Women’s Career for a Lifetime” program launched in 2009. The aim of the awareness-raising program is to give women 55 and over the chance to participate in the workforce, share their experiences and participate in lifelong learning, to develop their skills, including digital skills, and to continue playing an active role in society, including volunteer work, and to prepare consciously for longer, healthier and more meaningful lives.

Demographic change affects almost all spheres of society, and so we consider it one of our priorities to deal with the situation of older women, the largest and fastest growing group within the world's population, including Hungary.

*According to the United Nations Department of Economic and Social Affairs women comprise 54 percent of those aged over 60 globally, rising to 62 percent of those aged over 80 years.*

*Generally, women live longer than men by an average of five years, but not all are living their later lives in good health and adequately resourced.*

We have been drawing attention to this significant group, who have fewer sufficient self-advocacy skills, within the framework of our awareness raising program in Hungary as well as internationally.



## OUR MISSION

At the AWCDH we know that we must do our utmost to enhance the lives of women over 55, not only with respect to employment, but other fields as well, such as lifelong learning, including digital skill building, knowledge transfer, health, elder abuse and neglect, human rights, cyber security, life in rural environments, art, culture, business and social services as well as the media.

It is our aim to draw the attention of decision makers, stakeholders and various social groups to aspects of active ageing and its social benefits.







# **Our Cooperation with International Organizations**

## **Our Cooperation with INPEA**

Our cooperation in the UN with the organization INPEA – International Network for the Prevention of Elder Abuse (International Network for the Prevention of Elder Abuse) NGO in consultative status with the Economic and Social Council.

Preparations for the sixty-ninth session of the Committee on the Status of Women (CSW) will take place at the UN headquarters in New York from March 10 to 21, 2025.

CSW69 / Beijing+30 (2025)

In 2025, the global community will mark the thirtieth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995).

For the preparation of the CSW69 session, NGOs with consultative NGO status may submit a written statement publicly on October 10, 2024, in a specified official format of 1,500 words.

We at the UN have been cooperating with the INPEA organization since 2012 on ageing issues mainly in the interest of older women. We may add comments to the written statement prepared by INPEA, together with other NGOs and we officially join.



# **Commission on the Status of Women – 69th session. International Network for the Prevention of Elder Abuse. Written statement. October 10, 2024**

With respect to the Written Statement submitted on 10 October 2024, we prepared the following extraction of the topics in which we, the Association for Women's Career Development in Hungary can make a contribution as experts and search for solutions together with INPEA and other organizations in the UN and other forums in the interest of older women:

*Despite older women accounting for a larger proportion of the global population aged 60 years and older than older men, they are too often ignored, invisible, subject to ageism and routinely denied their rights to safety, health, decent work, housing, life-long learning, social protection, and the power to make decisions including life choices.*

*Gender policy and implementation must consider not just the needs and concerns of older women but also recognize, value and support their capacities, competencies, and contributions to family, community and society.*

*A life-course perspective on economic and social policy is needed to highlight and address cumulative disadvantages faced by women as they age.*

*Lifelong education, including digital skill building, is a human right, but many older women lacked educational opportunities in their youth because of class and gender discrimination.*

*Discrimination in education at all levels based on age as well as gender and/or disability must be eliminated.*



*Human rights: General Recommendation No. 27 on the rights of older women, adopted by the UN General Assembly in 2010, is non-binding, as is the Political Declaration and Madrid International Plan of Action on Ageing adopted by the United Nations in 2002. It is imperative there is agreement on an international legally binding instrument to protect the rights of older persons with full recognition of older women.*

*Older Women and the Media: The intersectionality of age and gender often portrayed in the media creates an especially challenging and noxious barrier for older women, as it combines stereotyping, prejudice, and discrimination not only on the basis of age but also gender. The media have an important role to play in correcting these negative stereotypes, not amplifying them.*

*Age-disaggregated data: Statistics and data collection that are disaggregated by age, gender and disability will facilitate decision-making for legislation, policies and programs, and will help to both highlight and address cumulative discriminatory practices and disadvantages faced by older women.*

#### *The way forward*

*Member States must ensure, in the context of Beijing +30, the equal rights of all women and girls across the life-course in line with the universal principles and standards of international human rights obligations. Older women must be better protected by human rights-based legislation and policies that have a life-course perspective, are age inclusive, tackle ageism and address older women's rights and needs. The human rights of older women must be fully protected.*

#### *Sign-on*

*Association for Women's Career Development in Hungary  
Fédération Internationale des Associations des Personnes Âgées  
Institute for Multicultural Counseling & Education Services  
International Association of Gerontology & Geriatrics  
International Federation on Ageing*



## **V. AWCDH'S PARTICIPATION IN RESEARCH WITHIN THE FRAMEWORKS OF COST ACTIONS IN THE FIELD OF AGEING**

Through our participation in research projects (funded by the EU Erasmus+ Grant and the Visegrad Fund) as well as our initiatives the “Best Workplace for Women” surveys (since 2007) and the “Women’s Career for a Lifetime” awareness raising program (since 2009) we have gained knowledge, experiences and an international network enabling us to participate in international scientific cooperations. Our tasks: as an NGO are representing the gender dimension, the situation of 55+ women in various fields of aging, coordination with target groups and stakeholders, country reports and comparisons, utilizing the research results, meetings in Budapest, dissemination through our international collaborations in the UN, in the EU and in Hungary.



**LeverAge**



MAGYAR NŐI  
KARRIERFEJLESZTÉSI  
SZÖVETSÉG

SPECIÁLIS „CONSULTATIVE NGO” STÁTUSZSAL RENDELKEZŐ CIVILSZERVEZET  
AZ ENSZ GAZDASÁGI ÉS SZOCIÁLIS TANÁCSA KERETÉBEN



ASSOCIATION FOR WOMEN'S  
CAREER DEVELOPMENT  
IN HUNGARY

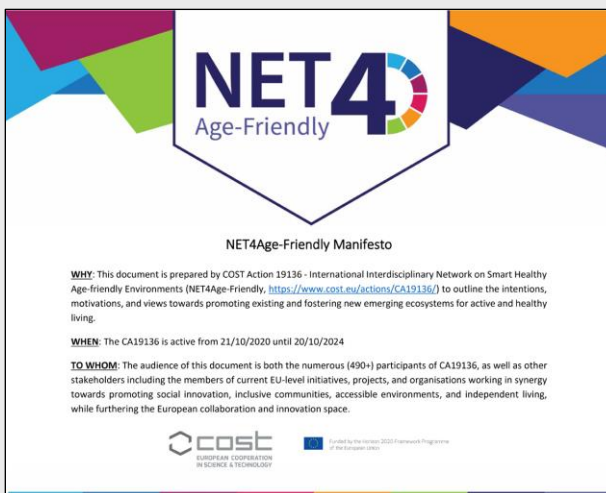
ORGANIZATION IN SPECIAL CONSULTATIVE STATUS  
WITH THE UN ECONOMIC AND SOCIAL COUNCIL



# COST Action No. CA19136 2020-2024

## International Interdisciplinary Network on Health and Wellbeing in an Age-friendly Digital World. “NET4AGE-FRIENDLY”

AWCDH participation: in 3 Working Groups, 1 MC  
Publications,  
Dissemination through AWCDH's network  
Presentation of Ms Willeke van Staalduinen CEO of AFEdeMY,  
the age-friendly environments academy  
the Gerontology Days 2024 International Scientific Conference



**MAGYAR NŐI  
KARRIERFEJLESZTÉSI  
SZÖVETSÉG**

SPECIÁLIS „CONSULTATIVE NGO” STÁTUSZSAL RENDELKEZŐ CIVILSZERVEZET  
AZ ENSZ GAZDASÁGI ÉS SZOCIÁLIS TANÁCSA KERETÉBEN



**ASSOCIATION FOR WOMEN'S  
CAREER DEVELOPMENT  
IN HUNGARY**

ORGANIZATION IN SPECIAL CONSULTATIVE STATUS  
WITH THE UN ECONOMIC AND SOCIAL COUNCIL



# **COST Action No. CA21107 2022-2026**

## **Work inequalities in later life redefined by digitalization “DIGI-net”**

**AWCDH participation:  
in 5 Working Groups, 2 MCs  
Local event organizer  
Participation in publications**

**Dissemination:  
at the Gerontology Days 2024  
International Scientific Conference  
doc. PhDr. Martina Rašticová, Ph.D.  
presentation on  
*“Work Inequalities in Later Life  
Redefined by Digitalisation  
Introduction of the COST Action DIGI-net”***



**MAGYAR NŐI  
KARRIERFEJLESZTÉSI  
SZÖVETSÉG**

SPECIÁLIS „CONSULTATIVE NGO” STÁTUSZSAL RENDELKEZŐ CIVILSZERVEZET  
AZ ENSZ GAZDASÁGI ÉS SZOCIÁLIS TANÁCSA KERETÉBEN



**ASSOCIATION FOR WOMEN'S  
CAREER DEVELOPMENT  
IN HUNGARY**

ORGANIZATION IN SPECIAL CONSULTATIVE STATUS  
WITH THE UN ECONOMIC AND SOCIAL COUNCIL



## **COST Action No. CA22167 2023-2027 Participatory Approaches with Older Adults (PAAR-net)**



**AWCDH participation: in 2 Working Groups, 2 MCs**

**Participation in publications**

**Dissemination:**

**at the Gerontology Days 2024 International Scientific Conference  
2 speakers from WG 4**

***Uncertain Futures: Understanding Work and Retirement Inequalities  
facing Women Over 50  
in Manchester, UK***

**Dr Sarah Campbell, Senior Lecturer, Social Care and Social Work Department  
Faculty of Health and Education, Manchester Metropolitan University  
*Relational Security – A future in Ageing Research?***

**Owasim Akram, PhD, Postdoctoral Researcher, Department of Political  
Science; Örebro University, Sweden**

**Visiting Research Fellow, Department of Social and Policy Sciences,  
University of Bath, UK**

**& Bangladesh Institute of Development Studies (BIDS)**

**Editorial College Member,**

**<https://policy.bristoluniversitypress.co.uk/journals/journal-of-global-ageing>  
(A New Journal of British Society of Gerontology and Policy Press)**





## **GET IN TOUCH WITH:**

Mrs. Andrea Ferenczi

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[www.womenscareer.org](http://www.womenscareer.org)

<http://www.womenscareer.org/introduction>

### **International references in the field of ageing:**

National Representative of INPEA

(International Network for the Prevention of Elder Abuse) in Hungary,

Member of the NGO Committee on Ageing, Geneva,

Member of the experts groups of AGE Platform Europe,

Board member of the Older Women's Network, Europe.

MC in 4 COST Actions