



WITA GPG project (With innovative tools against gender pay gap)

Hungary: Gender Pay Gap

Country case study

Summary and tables

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Content

Summary	3
Tables	5
Hungary: GPG, public sector and competitive sector, 2007-2013, %	5
Hungary, Spain, the Netherlands, GPG, public and competitive sector, 2013, %.....	5
Hungary: GPG according to age groups, %,.....	6
Hungary, Spain, the Netherlands: GPG, part-time and full time earners, 2013, %.....	7
Hungary: GPG, 2009-2013, NACE 2, %	8
GPG – sectoral comparison: Hungary, Spain and the Netherlands.....	8
Manufacturing C, GPG, %	8
Electricity, gas, steam and air conditioning supply (D). GPG, %.....	9
GPG, Water supply; sewerage, waste management and remediation activities (D), GPG, %	10
Construction (F), GPG, %	10
Wholesale and retail trade; repair of motor vehicles and motorcycles (G), GPG, %	11
Transportation and storage (H), GPG, %	12
Accommodation and food service activities (I), GPG, %	12
Information, communication (J), GPG, %	13
Financial and insurance activities (K), GPG, %.....	14
Real estate activities (L), GPG, %.....	14
Professional, scientific and technical activities (M), GPG %.....	15
Administrative and support service activities (N), GPG, %.....	16
Public administration and defense; compulsory social security (O), GPG, %	17
Education (P), GPG, %.....	17
Human health and social work activities (Q), GPG, %.....	18
Arts, entertainment and recreation (R), GPG, %.....	19
Other service activities (S), GPG, %	19



Summary

In Hungary the topic of gender pay gap (GPG) must to be put at social partners' agenda of day of because several reasons. WITA-GPG helps to do it.

One of the reasons is that the GPG in Hungary is high, steady and even increasing. It is shocking that the Hungarian women are in the worst position in comparison with other countries from several points of view:

- In 2012 and 2013 Hungarian GPG was the highest in the public sector in the EU (24,4%, and 22,4%, Eurostat data)!
- It is remarkable the Hungarian GPG in the education sector: in 2013 it was 36% (Eurostat data), the highest in the EU. It was the result of a dynamic GPG increase in 2009-2013: the GPG doubled by this time!
- The GPG for graduate people is the highest in Hungary among the OECD countries: in 2013 women with diploma got only the 59% of men's earnings (OECD data)!
- Also the national level GPG cleaned from the part-timers' earning was the higher in Hungary in comparison to other EU countries, meaning that originally the part-time workers' relatively low GPG upgraded the overall Hungarian GPG.

Further and also due of these shocking indicators Hungarian social partners have to put on the agenda of social dialogue the implementation of the *Commission Recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency Text with EEA relevance ((2014/124/EU))*. The recommendation highlights the role of social partners "Member States should encourage public and private employers and social partners to adopt transparency policies on wage composition and structures." and that they should put in place specific – tailored made to the specific domestic situation – measures to promote wage transparency. The WITA-GPG target to promote collective bargaining and use collective agreements to decrease GPG is in line with a particular Commission recommendation: "Without prejudice to the autonomy of



social partners and in accordance with national law and practice, Member States should ensure that the issue of equal pay, including pay audits, is discussed at the appropriate level of collective bargaining.”(2§) Also the proposed horizontal measures concern the social partners: „Member States should raise awareness among public and private undertakings and organisations, social partners and the general public to promote equal pay, the principle of work of equal value and wage transparency, to tackle the causes of the gender pay gap, and devise tools to help analyse and assess pay inequalities.” (17§) To do it the social partners – among them the trade unions and trade unionists taking part in the collective bargaining and negotiation at different levels has to know well and in details the GPG topic.



The project JUST/2013/Action Grants “With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929) helps social partners in this activity in the EU and particularly in three countries, Hungary, Spain and the Netherlands.

Present case study – based mostly on Eurostat data – tries to give a deeper picture on the Hungarian GPG; GPG in public and competitive sector, GPG according age; GPG according education; GPG according part-time and full time workers’ earnings. Present paper also includes Hungarian, Spanish and Dutch sectoral GPG (NACE 2) comparison, in a period 2009-2013 (from sector C to sector S).



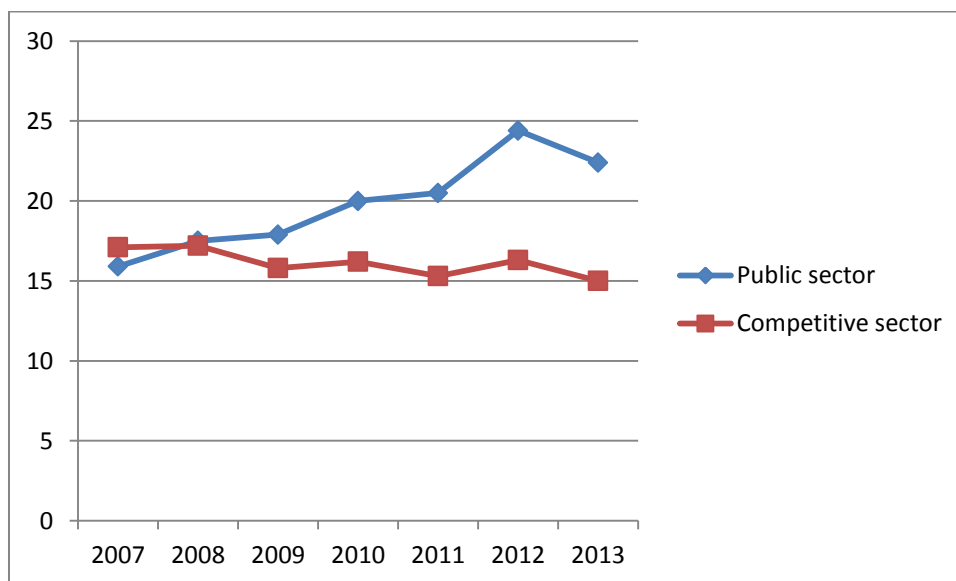
Tables

Hungary: GPG, public sector and competitive sector, 2007-2013, %

Year	Public sector	Competitive sector
2007	15,9	17,1
2008	17,5	17,2
2009	17,9	15,8
2010	20,0	16,2
2011	20,5	15,3
2012	24,4	16,3
2013	22,4	15,0

Source: Eurostat

Hungary: GPG, public sector and competitive sector, 2007-2013, %



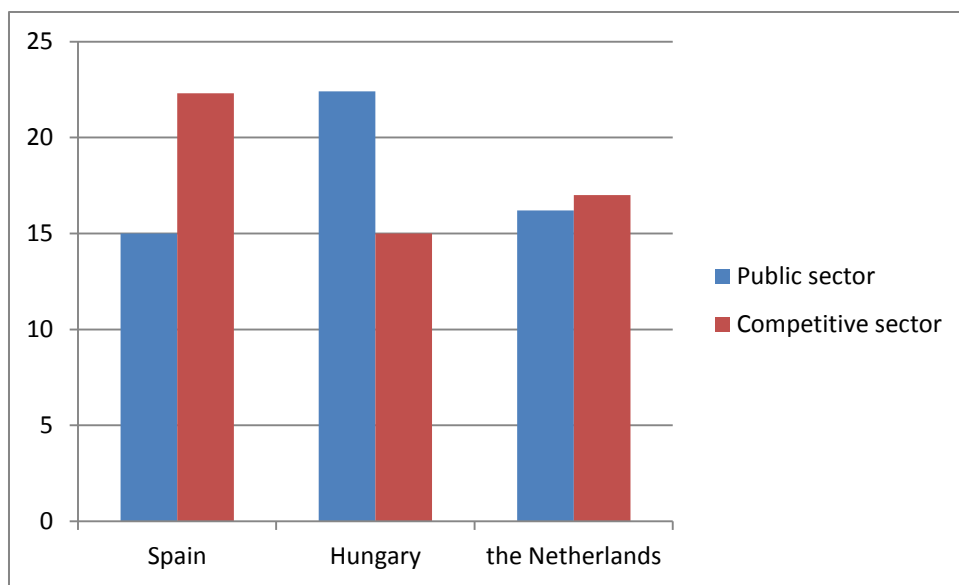
Hungary, Spain, the Netherlands, GPG, public and competitive sector, 2013, %

2013	Public sector	Competitive sector
Spain	15,0	22,3
Hungary	22,4	15
the Netherlands	16,2	17

Source: Eurostat



Hungary, Spain, the Netherlands, GPG, public and competitive sector, 2013, %



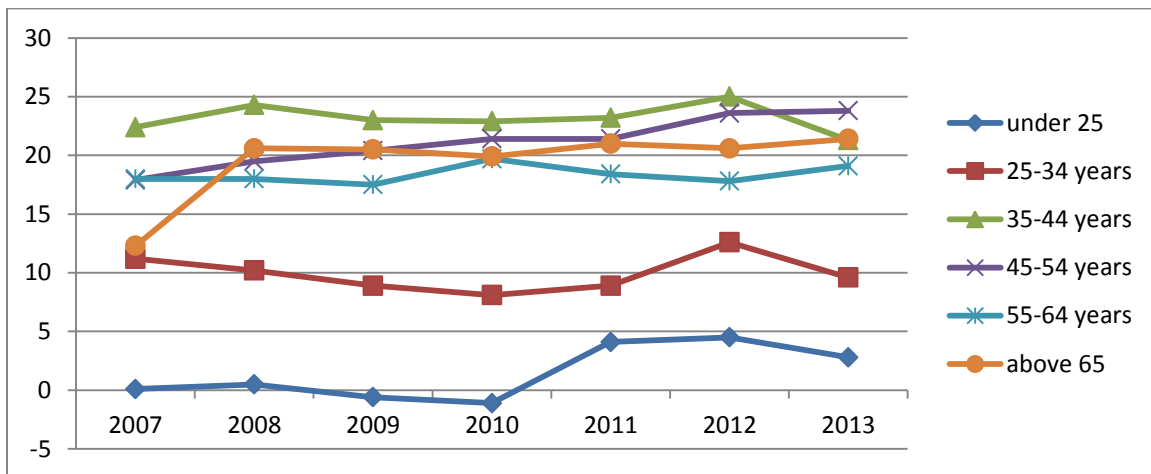
Hungary: GPG according to age groups, %

	2007	2008	2009	2010	2011	2012	2013
under 25	0,1	0,5	-0,6	-1,1	4,1	4,5	2,8
25-34 years	11,2	10,2	8,9	8,1	8,9	12,6	9,6
35-44 years	22,4	24,3	23,0	22,9	23,2	25,0	21,3
45-54 years	17,9	19,5	20,4	21,4	21,4	23,6	23,8
55-64 years	18,0	18,0	17,5	19,7	18,4	17,8	19,1
above 65	12,3	20,6	20,5	19,9	21,0	20,6	21,4

Source: Eurostat



Hungary: GPG according to age groups, %

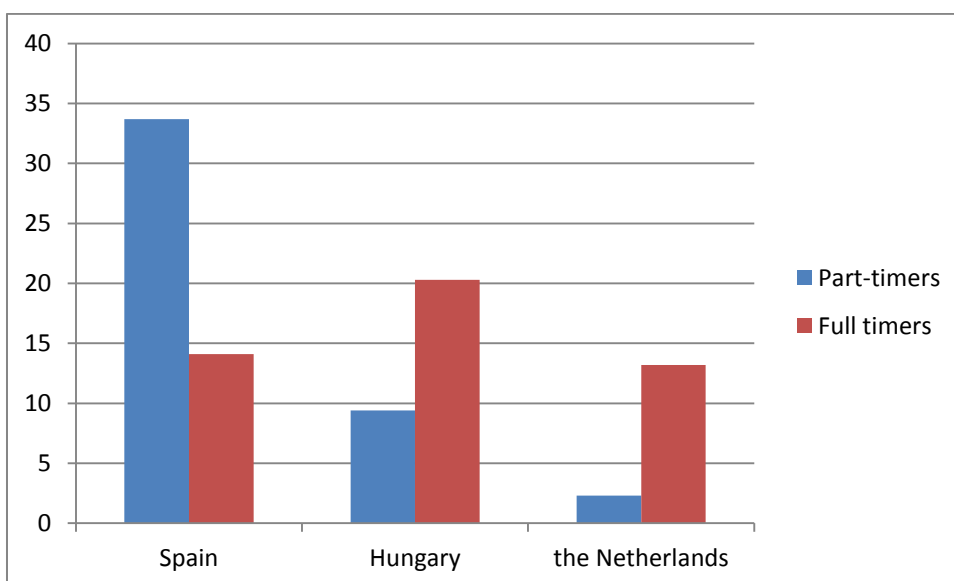


Hungary, Spain, the Netherlands: GPG, part-time and full time earners, 2013, %

	Part-timers	Full timers
Spain	33,7	14,1
Hungary	9,4	20,3
the Netherlands	2,3	13,2

Source: Eurostat

GPG: part-time and full time earners, 2013, %





Hungary: GPG, 2009-2013, NACE 2, %

	2009	2010	2011	2012	2013
Manufacturing C	25,4	26,4	25,8	26	23,2
Electricity, gas, steam and air conditioning supply (D)	14,4	17,4	17	18,5	16,7
Water supply; sewerage, waste management and remediation activities. (E)	0	-1,7	-0,9	-2,4	2,8
Construction (F)	-15,3	-11,4	-12,4	-12,8	-12,7
Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	17,5	15,8	11,9	15,7	14,8
Transportation and storage (H)	5,8	4,5	-0,7	-0,3	-3,3
Accommodation and food service activities (I)	17,3	12,8	20,7	15,8	15,7
Information and communication (J)	22,4	24,6	27,6	28,3	25,5
Financial and insurance activities (K)	39,7	38,6	37,2	38,7	38
Real estate activities (L)	5,3	14,9	3,4	-1,3	3,3
Professional, scientific and technical activities (M)	10,2	14,7	14,4	12,7	13,9
Administrative and support service activities (N)	2,4	5	11,1	6,5	9,1
Public administration and defence; compulsory social security (O)	7	3,7	3,9	-1,7	-0,8
Education (P)	18,9	20,7	17,6	19,9	36
Human health and social work activities (Q)	17	16,1	16,4	16,1	16,2
Arts, entertainment and recreation (R)	2,9	3,2	12,4	16,6	16,9
Other service activities (S)	12,4	14,5	5,1	13,9	10

Source: Eurostat

GPG – sectoral comparison: Hungary, Spain and the Netherlands

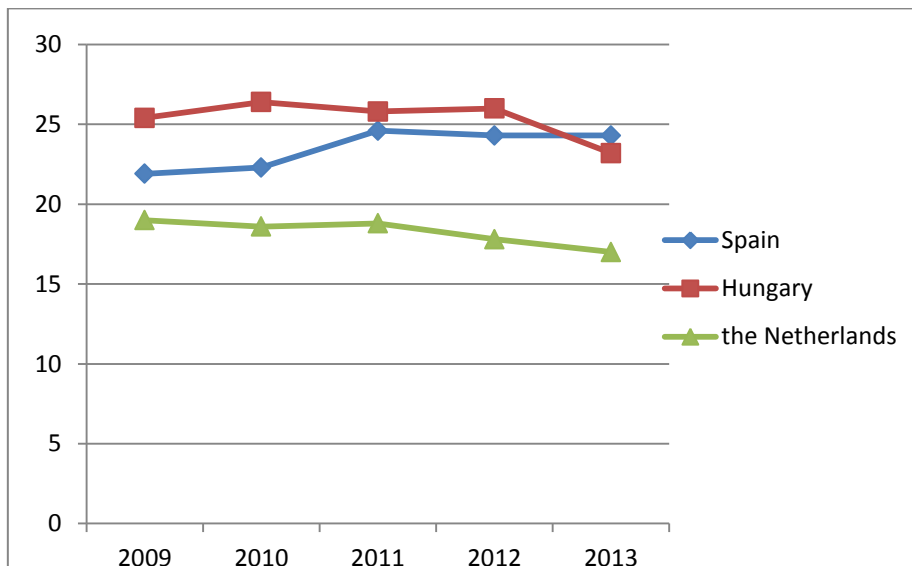
Manufacturing C, GPG, %

	2009	2010	2011	2012	2013
Spain	21,9	22,3	24,6	24,3	24,3
Hungary	25,4	26,4	25,8	26,0	23,2
the Netherlands	19,0	18,6	18,8	17,8	17,0

Source: Eurostat ([earn_gr_gpqr2](#))



Manufacturing C, GPG, %

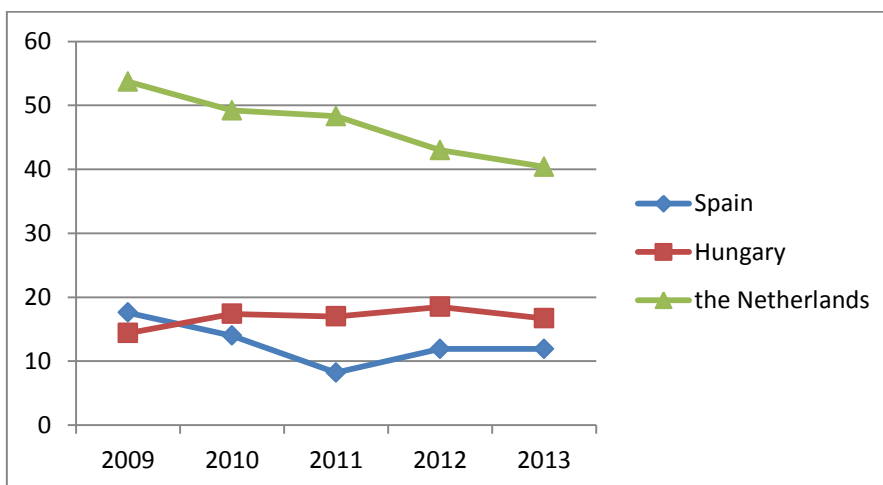


Electricity, gas, steam and air conditioning supply (D). GPG, %

	2009	2010	2011	2012	2013
Spain	17,6	14,0	8,2	11,9	11,9
Hungary	14,4	17,4	17,0	18,5	16,7
the Netherlands	53,7	49,2	48,3	43,0	40,4

Source: Eurostat ([learn_gr_gpqr2](#))

Electricity, gas, steam and air conditioning supply (D). GPG, %





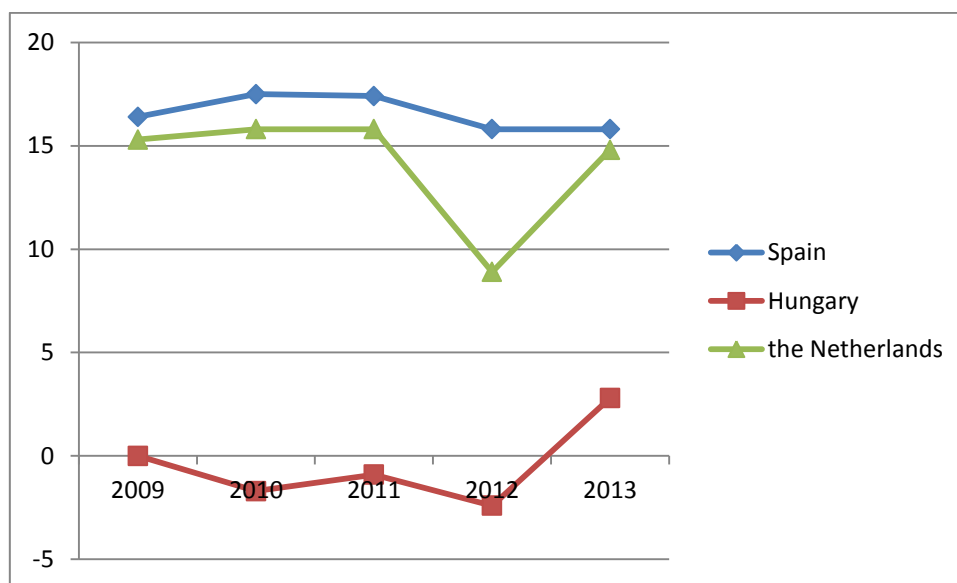
GPG, Water supply; sewerage, waste management and remediation activities (D), GPG, %



	2009	2010	2011	2012	2013
Spain	16,4	17,5	17,4	15,8	15,8
Hungary	0,0	-1,7	-0,9	-2,4	2,8
the Netherlands	15,3	15,8	15,8	8,9	14,8

Source: Eurostat ([learn_gr_gpqr2](#))

GPG, Water supply; sewerage, waste management and remediation activities (D), GPG, %



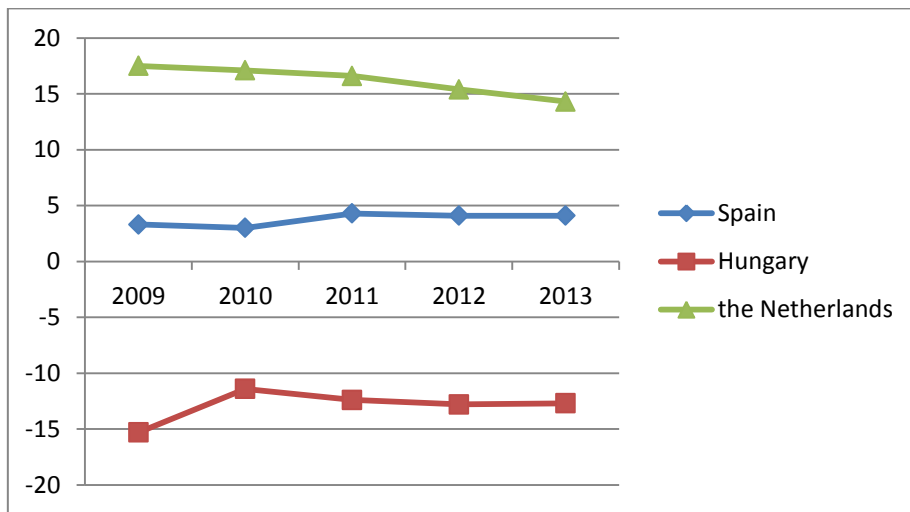
Construction (F), GPG, %

	2009	2010	2011	2012	2013
Spain	3,3	3,0	4,3	4,1	4,1
Hungary	-15,3	-11,4	-12,4	-12,8	-12,7
the Netherlands	17,5	17,1	16,6	15,4	14,3

Source: Eurostat ([learn_gr_gpqr2](#))



Construction (F), GPG, %

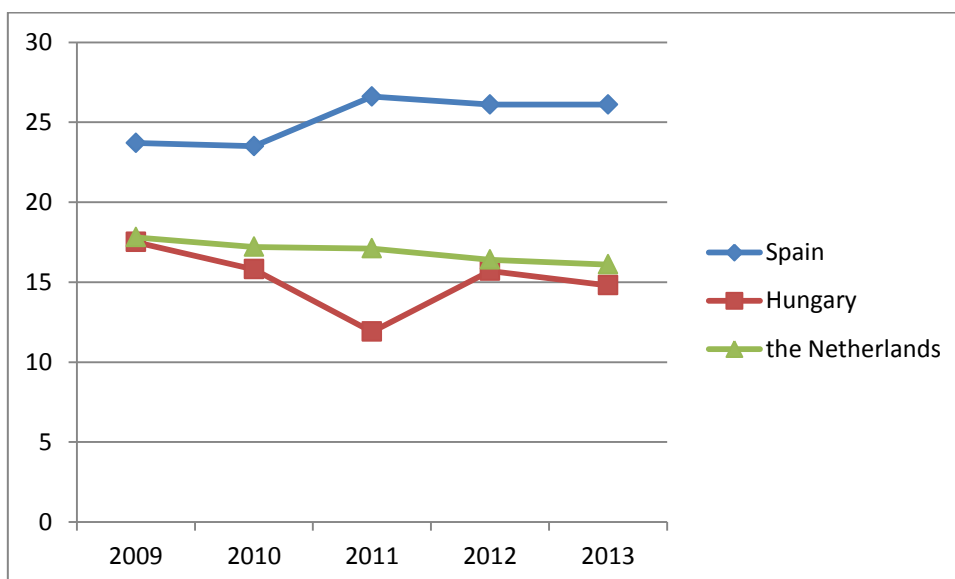


Wholesale and retail trade; repair of motor vehicles and motorcycles (G), GPG, %

	2009	2010	2011	2012	2013
Spain	23,7	23,5	26,6	26,1	26,1
Hungary	17,5	15,8	11,9	15,7	14,8
the Netherlands	17,8	17,2	17,1	16,4	16,1

Source: Eurostat ([earn_gr_gpgr2](#))

Wholesale and retail trade; repair of motor vehicles and motorcycles (G), GPG, %



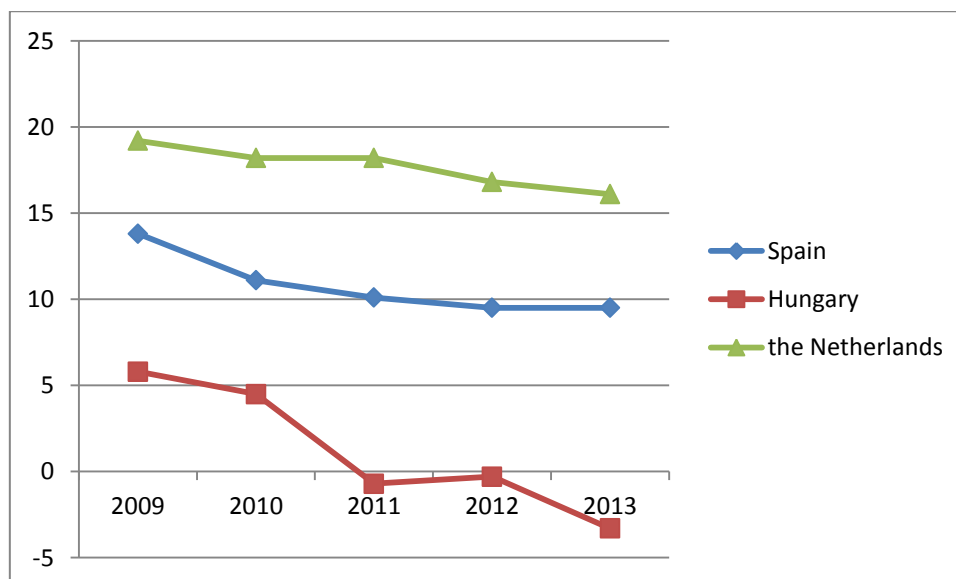


Transportation and storage (H), GPG, %

	2009	2010	2011	2012	2013
Spain	13,8	11,1	10,1	9,5	9,5
Hungary	5,8	4,5	-0,7	-0,3	-3,3
the Netherlands	19,2	18,2	18,2	16,8	16,1

Source: Eurostat ([learn_gr_gpqr2](#))

Transportation and storage (H), GPG, %



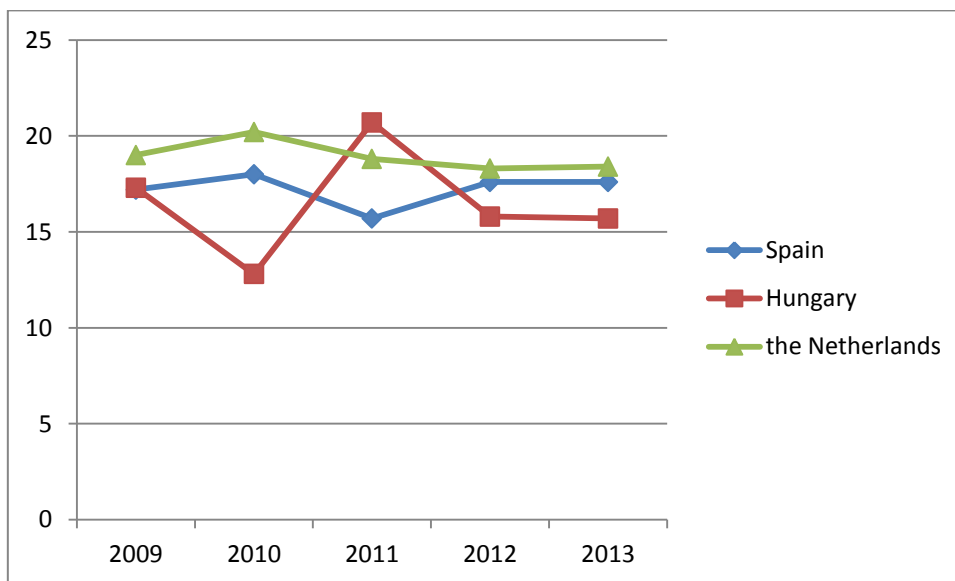
Accommodation and food service activities (I), GPG, %

	2009	2010	2011	2012	2013
Spain	17,2	18,0	15,7	17,6	17,6
Hungary	17,3	12,8	20,7	15,8	15,7
the Netherlands	19,0	20,2	18,8	18,3	18,4

Forrás: Eurostat ([learn_gr_gpqr2](#))



Accommodation and food service activities (I), GPG, %

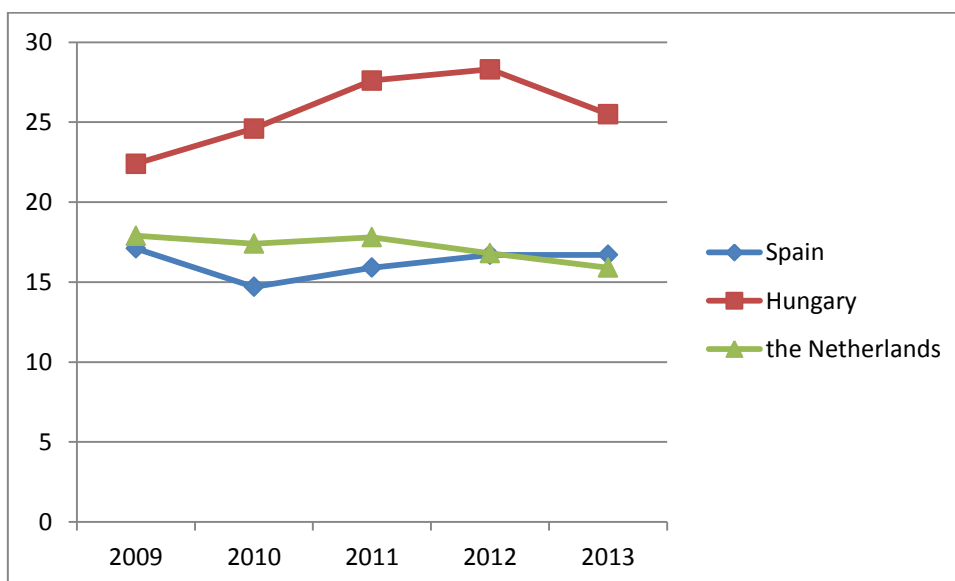


Information, communication (J), GPG, %

	2009	2010	2011	2012	2013
Spain	17,1	14,7	15,9	16,7	16,7
Hungary	22,4	24,6	27,6	28,3	25,5
the Netherlands	17,9	17,4	17,8	16,8	15,9

Source Eurostat ([learn_gr_gpgr2](#))

Information, communication (J), GPG, %



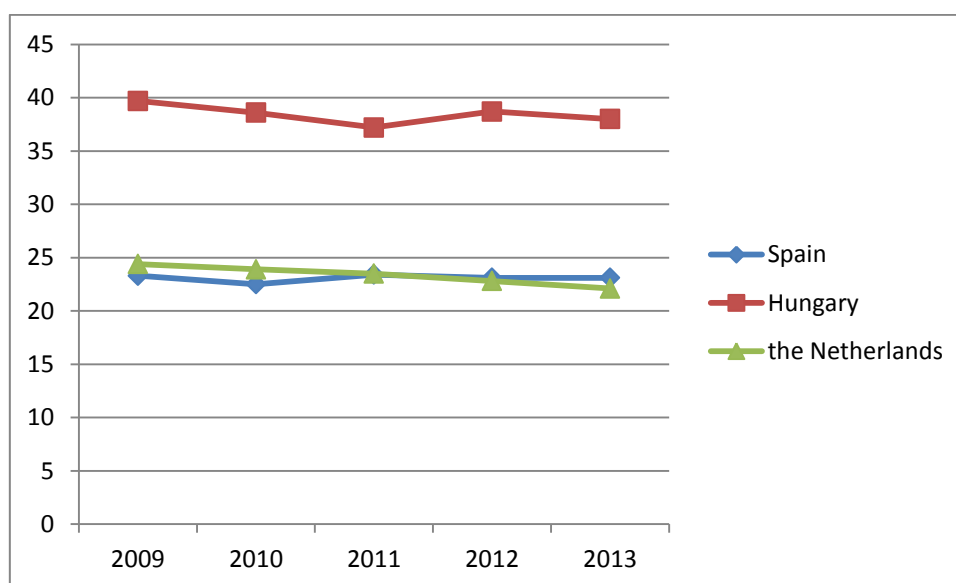


Financial and insurance activities (K), GPG, %

	2009	2010	2011	2012	2013
Spain	23,3	22,5	23,4	23,1	23,1
Hungary	39,7	38,6	37,2	38,7	38,0
the Netherlands	24,4	23,9	23,5	22,8	22,1

Source: Eurostat ([earn_gr_gpgr2](#))

Financial and insurance activities (K), GPG, %



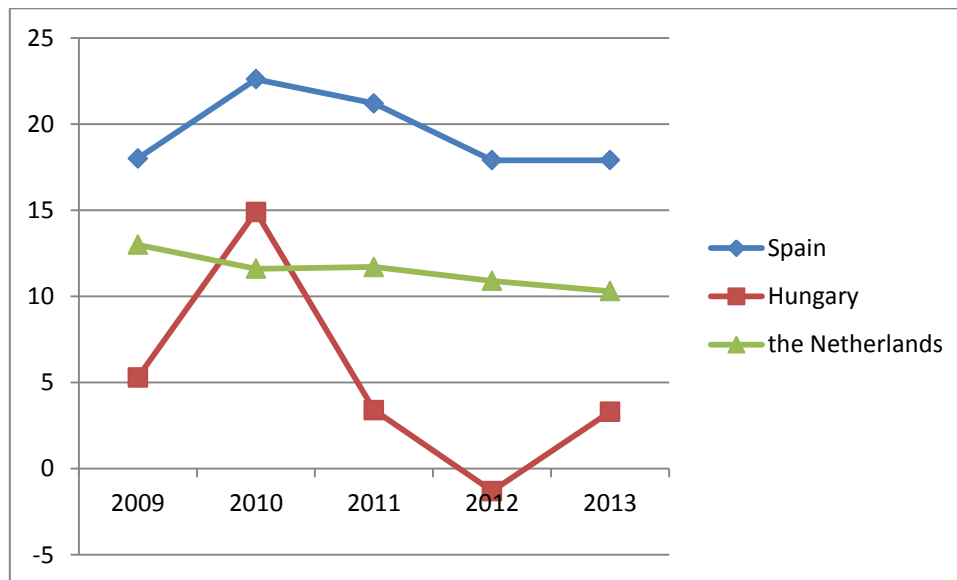
Real estate activities (L), GPG, %

	2009	2010	2011	2012	2013
Spain	18,0	22,6	21,2	17,9	17,9
Hungary	5,3	14,9	3,4	-1,3	3,3
the Netherlands	13,0	11,6	11,7	10,9	10,3

Source: Eurostat ([earn_gr_gpgr2](#))



Real estate activities (L), GPG, %

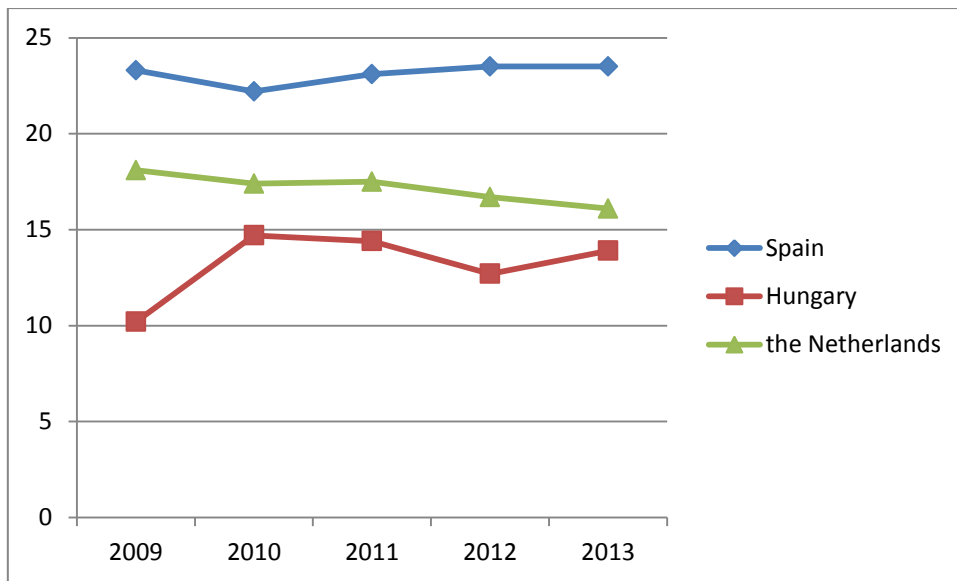


Professional, scientific and technical activities (M), GPG %

	2009	2010	2011	2012	2013
Spain	23,3	22,2	23,1	23,5	23,5
Hungary	10,2	14,7	14,4	12,7	13,9
the Netherlands	18,1	17,4	17,5	16,7	16,1

Source: Eurostat ([earn_gr_gpgr2](#))

Professional, scientific and technical activities (M), GPG %

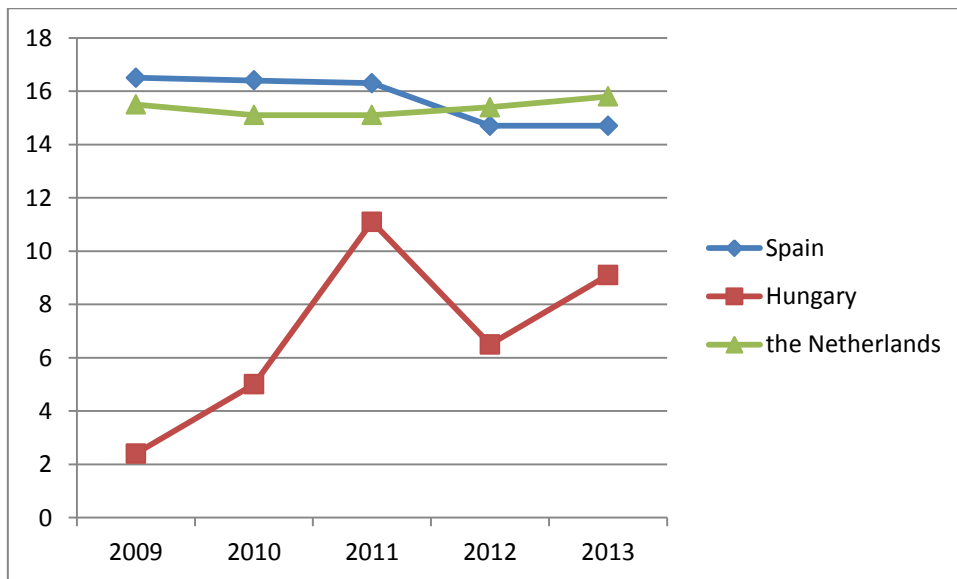


Administrative and support service activities (N), GPG, %

	2009	2010	2011	2012	2013
Spain	16,5	16,4	16,3	14,7	14,7
Hungary	2,4	5,0	11,1	6,5	9,1
the Netherlands	15,5	15,1	15,1	15,4	15,8

Source: Eurostat ([eam_qr_gpqr2](#))

Administrative and support service activities (N), GPG, %



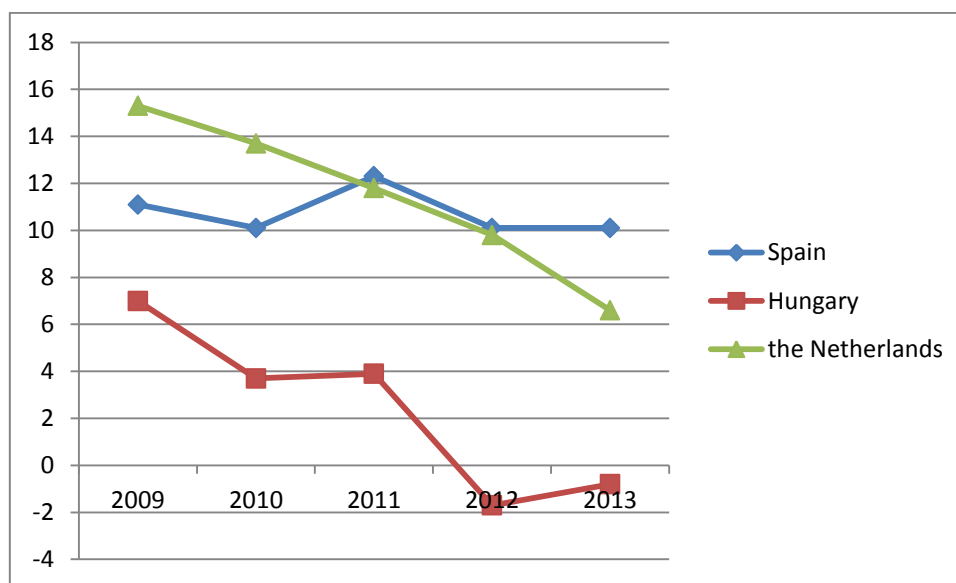


Public administration and defense; compulsory social security (O), GPG, %

	2009	2010	2011	2012	2013
Spain	11,1	10,1	12,3	10,1	10,1
Hungary	7	3,7	3,9	-1,7	-0,8
the Netherlands	15,3	13,7	11,8	9,8	6,6

Source: Eurostat ([earn_gr_gpqr2](#))

Public administration and defence; compulsory social security (O), GPG, %

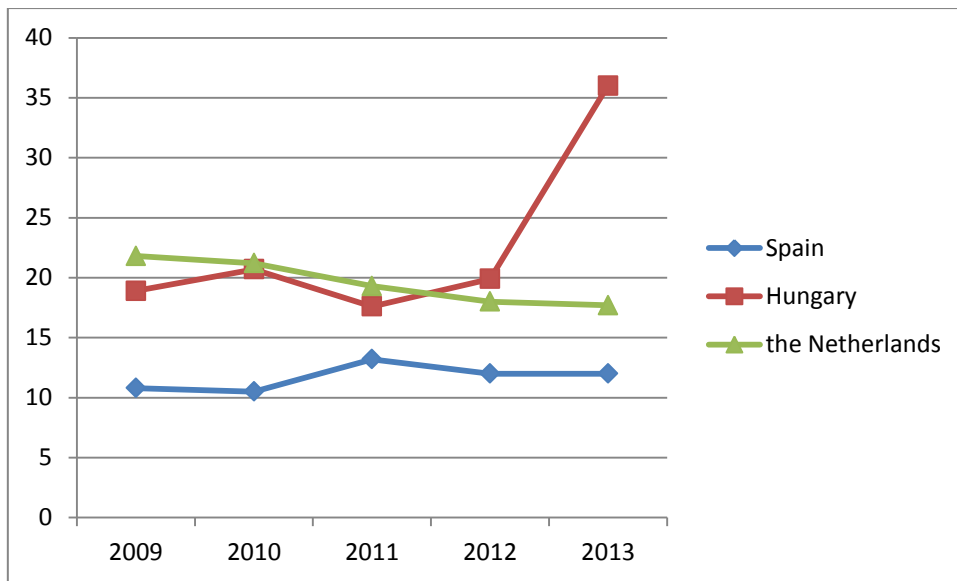


Education (P), GPG, %

	2009	2010	2011	2012	2013
Spain	10,8	10,5	13,2	12,0	12,0
Hungary	18,9	20,7	17,6	19,9	36,0
the Netherlands	21,8	21,2	19,3	18,0	17,7

Source: Eurostat ([earn_gr_gpqr2](#))

Education (P), GPG, %

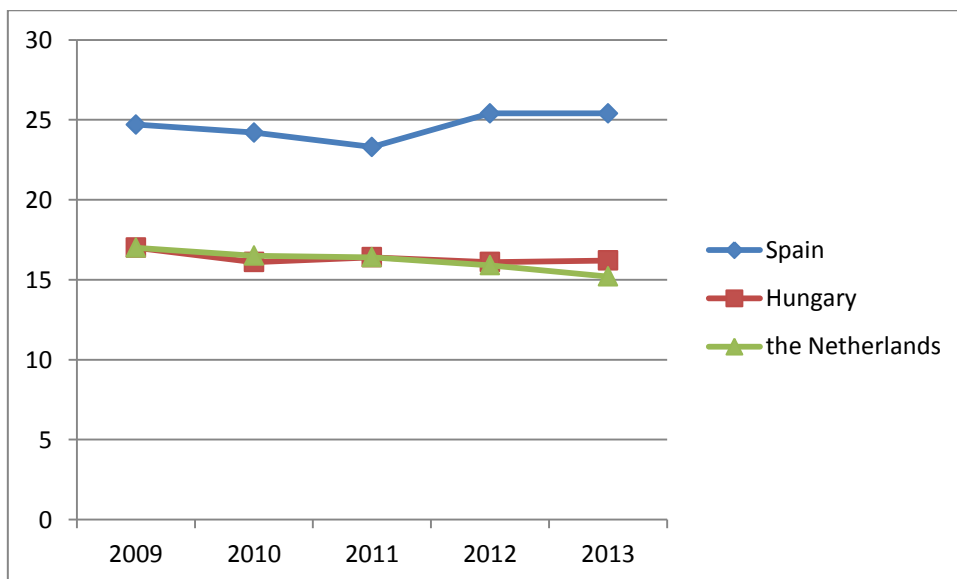


Human health and social work activities (Q), GPG, %

	2009	2010	2011	2012	2013
Spain	24,7	24,2	23,3	25,4	25,4
Hungary	17,0	16,1	16,4	16,1	16,2
the Netherlands	17,0	16,5	16,4	15,9	15,2

Source: Eurostat ([eam_gr_gpqr2](#))

Human health and social work activities (Q), GPG, %



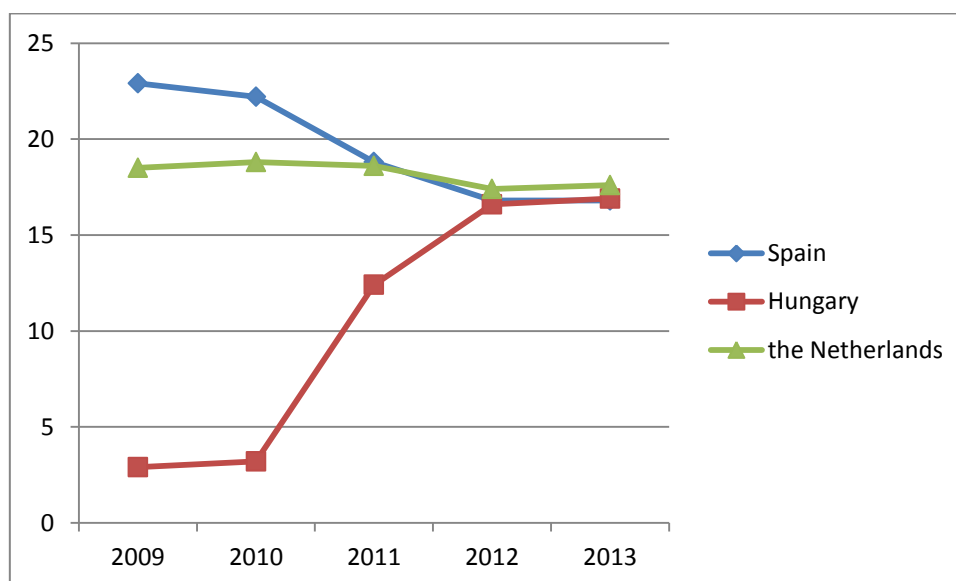


Arts, entertainment and recreation (R), GPG, %

	2009	2010	2011	2012	2013
Spain	22,9	22,2	18,8	16,8	16,8
Hungary	2,9	3,2	12,4	16,6	16,9
the Netherlands	18,5	18,8	18,6	17,4	17,6

Source: Eurostat ([earn_gr_gpgr2](#))

Arts, entertainment and recreation (R), GPG, %



Other service activities (S), GPG, %

	2009	2010	2011	2012	2013
Spain	20,1	20,0	23,3	21,0	21,0
Hungary	12,4	14,5	5,1	13,9	10,0
the Netherlands	25,5	27,6	29,2	27,9	29,9

Source: Eurostat ([earn_gr_gpgr2](#))



Other service activities (S), GPG, %

