THE ASSOCIATION FOR WOMEN’S CAREER DEVELOPMENT IN HUNGARY (AWCDH)
founded in 2003

THE FOUNDERS OF THE ASSOCIATION
identified the need for a non-governmental organization
to help promote women’s equality by working with and fostering
the cooperation between organizations dealing with women’s issues,
by taking an active role in the formulation of a common platform
and helping to promote empowerment of women
active in all major sectors of life.
WHY IS “WOMEN’S CAREER” A SPECIAL SUBJECT?

In a woman’s life there are certain periods, cycles, and changes that are particular to her womanhood. It is therefore imperative that women of different ages and different social situations should be provided with sufficient information to meet their special needs and circumstances. Only in this way can they make informed choices and pursue careers most suited to their talent and goals.
OUR GOALS

to advance the dialogue between legislation, government, the profit and non-profit spheres, higher education, and all potential stakeholders of AWCDH in order to meet economic, social, cultural and educational challenges.

Our objectives have been defined in the combined spirit of national development goals, the laws on equality, EU directives, the corresponding UN Strategies and Recommendations, and the European Employment Strategy, promotion of Euro-Atlantic integration.
WE ADOPT
all positive foreign best practices within a Hungarian framework

WE PRESENT
exemplary Hungarian practices abroad by utilizing our network within the European Union and the United Nations

WE HAVE THE OPPORTUNITY
to cooperate in the work of UN/ECOSOC as the first Hungarian NGO in “Special consultative status with UN-ECOSOC” awarded in 2009.

This circumstance makes our cooperation in the field of European relations and global issues like women’s equality, women’s rights, sustainability and demographic change more effective.
THINK TANK AND ACTION TANK

• Dedicated members of AWCDH, well trained professionals in his or her field are putting their knowledge and expertise in the service of the goals set by the Association.

• A Forum of knowledge transfer with the participation of organizations interested in an increase in employment and the realization of gender equality (EU, government, economic and non-profit sector, scientific sphere, media) thus contributing to the expansion of the labor market, its greater effectiveness, and the strengthening of economic competitiveness.

• The AWCDH formulates and publicizes its views regarding women’s equality, women’s employment, work/life balance and active ageing on Hungarian, EU and UN levels.
OUR STRATEGIC PROJECTS I

I. PROJECTS SPONSORED BY THE VISEGRAD FUND

2020

“Women, Families, Careers – a Civil Society Forum in the V4 Spirit”

Within our Project 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.

More information: www.visegradwomen.net

2019

In the „Open Women’s Entrepreneurship Network” Project sponsored by the Visegrad Plus Grant

AWCDH participated as partner of the coordinator NGO Radio Kameleon (Bosnia and Herzegovina). We have organized a 10-member expert delegation for the international women’s festival held in Tuzla between 11-14 April 2019, to which – in addition to the members of MNKSZ – we also invited the representatives of the Hungarian Red Cross, the Association of Large Families and the Women's Entrepreneurial Club of the Chamber of Commerce and Industry of Győr-Moson-Sopron County. During the four-day event we had the opportunity to participate in several lectures, roundtables and consultations. In addition to women’s entrepreneurship and work / life balance, we also introduced the Hungarian family policy which was of public interest. In addition to our delegation from the other V4 countries, Slovak and Czech women's NGOs were invited as partners.
OUR STRATEGIC PROJECTS II

II. EU Projects

2016-2018

The AWCDH participated as partner in the “Be the Change” (Boosting entrepreneurship through intergenerational exchange) project within the frameworks of the Erasmus+ Strategic Partnerships Program.

Participating countries were: Italy – as coordinator, Germany, Hungary, Malta and Slovenia

The AWCDH’s tasks in the Be the Change Project:
- Research and dissemination / communication and media expert tasks.
- Entrepreneurship was central to the project and AWCDH, through its members, represented the entrepreneurial skills and competencies needed for starting / running a business.

2013-2015

The AWCDH participated as partner in the “TRAME project” (Transferring Competencies through Self-Narration and Mentoring Process) within the frameworks of the Lifelong Learning Program - Grundtvig Adult Education Program

Participating countries were: Germany, Turkey, Ireland and Malta.

AWCDH’s Task: the expert team has developed a professional manual for the self-narrative education program for artisans available for all EU countries.

III. AWCDH’s Initiatives

“Women’s Career Lifetime Achievement Award” founded in 2013 for the 10th Anniversary of the AWCDH

Women’s Career for a Lifetime project from 2009

“Best Workplace for Women Award” founded in 2007

“Award for Women’s Equality” founded in 2007

“Local Governments for Equality Award” 2005/2006

IV. Organization of Conferences

The AWCDH has organized about 40 international conferences as well as many meetings and workshops since its foundation.
Women, Families, Careers – a Civil Society Forum in the V4 Spirit

supported by

co-sponsored by

Visegrad Fund

www.visegradwomen.net
THE SECOND INTERNATIONAL CONTEMPORARY WOMAN FESTIVAL IN TUZLA 11-14 APRIL 2019

http://www.womenscareer.org/tuzla
“Be The Change” – an international project to boost older people’s capacity to transfer competences and skills in entrepreneurship and entrepreneurial attitude.
Partners: Italy, Hungary, Slovenia, Germany and Malta
The AWCDH has successfully implemented the “TRAME – Transferring Competencies through Self-Narration and Mentoring Process” Project within the frameworks of the Lifelong Learning Program - Grundtvig Adult Education Program of the European Union. Within this framework we had the opportunity to present to our Irish, Maltese, German and Turkish partners and on other European forums that Hungarian folklore and craftsmanship (and in this context centuries of knowledge transfer from generation to generation) are unique in the world. Building on good examples from abroad and building upon Hungarian traditions, the AWCDH’s expert team has developed a professional manual for the self-narrative education program for artisans available for all EU countries.
“WOMEN’S CAREER FOR A LIFETIME”
A Hungarian Initiative with UN and EU Support

Project description

Demographic ageing is a universal problem, and the situation in Hungary is also serious. Since the life expectancy of women outstrips that of men, we must encourage women to continue living active and healthy lives. Compared to their numbers and potential, the participation of older women in economic and social decision-making is insignificant.

The aim of the “Women’s Career for a Lifetime” project is to give older women the chance to:
- stay in the workforce and share their experience
- participate in lifelong learning
- keep playing an active role in society, including volunteer work
- prepare consciously for longer, healthier and more meaningful lives.

We hope to do this by calling special attention to the need of supporting the participation of women over 50 in the labor market while taking into account their role in the family. Popularly called the “sandwich generation”, these women must continue to care for their children, their parents, and grandchildren.

We hope to involve those women over 50 who are willing and able to continue their contribution to their respective fields of knowledge and competence. Their recognition, appreciation, proper remuneration and inclusion in economic and social development must be of top priority!

We recognize the importance of good media relations. We keep the media informed, especially our selected contacts, delivering first hand news that could indirectly affect domestic politics and the economy in the fields of ageing, employment, sustainability, cooperation of generations, and the plight of older women.

Our accomplishments

Over 2000 participants in our 9 international conferences in Hungary Hungarian and International Expert, Trainer and Speaker database 3 presentations at UN conferences, 10 at events in Europe “Women’s Career Lifetime Achievement Award”, since 2013 “Best Workplace for Women Award”, since 2007 Think tank: videos, presentations, research and surveys Presence in the media.

How our Project contributes to realizing the potential of living longer

Our programs aim to activate and motivate. It is of vital importance that older women recognize that they have an indispensable role in the labor market, in society as a whole, and in the lives of their families. But the “feeling of usefulness” calls for lifelong learning, self-improvement, and motivation. We encourage women over 50 to do their share in creating the desired positive image by continued training, keeping themselves up-to-date, and appearing in active roles.

Timeline/duration of the project:
ongoing since 2009.

Lessons learnt

At AWCDH we know that we must do our utmost to enhance the lives of women over 50, not only with respect to employment, but other fields as well, such as lifelong learning, knowledge transfer, health, life in rural environments, art, culture, business and social services and 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.

Relevance for the UNECE region

Older women are facing similar challenges all over the world. Therefore we hope to strengthen the general understanding, approach, acceptance and inclusion between participants of the UNECE conference, who will subsequently popularize and make use of the new information in their respective countries through formal as well as informal channels.
BEST WORKPLACE FOR WOMEN AWARD

founded in 2007

On the Occasion of International Women's Day 8 March 2019

the AWCDH announced

the Best Workplace for Women 2018 Competition and Prize

as a continuation of the successful initiative launched in 2007

in honor of the “Equal Opportunities for All – European Year”

Our goal:

to point beyond the need for equal employment opportunities to the economic advantages

of making more and more women part of the work force.

The Competition is open to Organizations operating in Hungary

who fall into one of two categories:

20-250 employees

over 250 employees or

Aspects of evaluation:

fair working arrangements; career opportunities; promotion; opportunities to preserve health

and well-being; skill development opportunities; reconciliation of work, private and family life.

Our special database

regarding women’s employment and women’s well-being is available as a representative sample

reflecting the opinion of more than 16 thousand employees.
OUR MAJOR EVENTS 2016-2020

2020

In preparation:

“Women, Families, Careers – a Civil Society Forum in the V4 Spirit” international conference in Budapest in second half of 2020 supported by the Visegrad Fund.

2019

Partners Networking Event and “Best Workplace for Women 2018” Award Ceremony” on 2nd December 2019 at the Rubin Wellness & Conference Hotel.

„Cooperation of Generations” the AWCDH’s event to be held in cooperation with the University of Debrecen, Faculty of Health, Department of Gerontology on 21 November 2019 within the frameworks of the 12th Gerontology Days in Nyiregyháza.

2018

“Career Planning and Family Background” Program in honor of 2018 Year of the Families and “Best Workplace for Women 2017” Award Ceremony at the international conference titled “Active Ageing – Generations in New Roles” held in cooperation with the University of Debrecen, Faculty of Health Department of Gerontology in Nyiregyháza on 30 November 2018.

The “Be the Change” Erasmus+ Project Multiplier Event on 16 October 2018 in Győr in cooperation with the Women’s Entrepreneurial Club Győr-Moson-Sopron County Chamber of Commerce and Industry.

“Programs of the AWCDH within the frameworks of the CSW62 UN Event in New York” Conference and Partners Networking held at the Rubin Wellness & Conference Hotel on 28 March 2018.

2017

“Knowledge Transfer – Cooperation of Generations in the Family and at the Workplace” International Conference to be held on 16 November 2017 within the framework of the 14th Personal Hungary Human Resource Management Exhibition at the Millenaris Park in Budapest. Within the frameworks of the conference will be held the “Best Workplace for Women 2016” Award Ceremony”.


2016

OUR MAJOR EVENTS 2013-2015

2015

“Participation of the AWCDH in the TRAME Project within the frameworks of the EU / Grundtvig Adult Learning Program (2013-2015) – Experiences and Results” conference held in the Rubin Wellness & Conference Hotel on 5 June 2015.

2014
Women’s Forum and the Best Workplace for Women 2013 Award Ceremony held within the framework of the Personal Hungary Exhibition for Human Resource Management at the Syma Event and Congress Centre, Budapest on 13 November 2014.

“Hungarian-Jewish Women’s Lives” International Conference in in commemoration, reconciliation and setting examples in honor of the Hungarian Holocaust Memorial Year at Danubius Hotel Gellért, Budapest, on 21 July 2014 and Reception of Dr. Mártat Mátrai, Deputy of the Speaker of the Hungarian National Assembly at the Parliament in Budapest on 22 July 2014 on the occasion of the “Hungarian-Jewish Women’s Lives” International Conference.

“International Cooperation for Women Above 50” Conference organized in cooperation with Older Women’s Network (OWN), Europe within the frame of the “Women’s Career for s Lifetime” Project of the AWCDH on 31 May 2014 in the Rubin Wellness & Conference Hotel, Budapest.

2013

Women’s Day at the “Just for Women Fair and Expo – Fair and Attention Just for You!” on 7 September 2013 in the VIP Room of Pavilion G, Hungexpo Budapest Fair Center.

“European Cooperation for Women Above 50” – Lessons learnt during the “EU-2012 Year of Active Ageing and Solidarity between Generations” International Conference on 7 March 2013 in the Rubin Wellness & Conference Hotel, Budapest.
OUR MAJOR EVENTS 2004-2012


“Women’s Forum” organized by the AWCDH at the Personal Hungary Exhibition in the Syma Hall, Budapest on 15 November 2012.


“Women’s Careers for a Lifetime” a joint conference of the AWCDH and the Figyelő (Observer - Business weekly) as well as the Családi Lap (Family Magazine) in honor of the European Year of Active Ageing and Solidarity between Generations 2012 held on 28 March, 2012 in the Budapest Hilton Castle Hill.

“Women at home, in the workplace and beyond – Central European Alliance for Women’s Empowerment” International Conference in honor of the Hungarian and Polish EU Presidency held on 29 September 2011 in the Castle District of Buda.


“A Trio For Gender Equality 2010-2011” International Conference in the Hungarian Parliament – 2010

“Women’s Careers above 40 and 50” International Conference – 2010


“Hungarian Women for a Better World” International Conference in the Hungarian Parliament – 2007


“Local Governments For Equal Opportunities” Award Ceremony in the Marble Hall of the Ministry of Interior, Budapest –2006

“Mayors for Equal Opportunities” Conference in the Marble Hall of the Ministry of Interior, Budapest – 2005

“Women’s Role in Regional Development and Public Life” Conference in the Rubin Wellness & Conference Hotel, Budapest – 2004
EXPERT ACTIVITIES AND PRESENTATIONS
(Andrea Ferenczi, Katalin Hajós, Ildikó Modláné Görgényi)

3 May 2018 in Brussels Participation in the Silver Economy Awards Ceremony – on the basis of previous invitation by AGE Platform Europe to participate in the evaluation of applications.

10 April 2018 in Vilnius, Lithuania: Participant in the Experts’ meeting on data and indicators of work-life balance organized by EIGE European Institute for Gender Equality.

20-22 September 2017 Participation in the „A sustainable society for all ages: Realising the potential of living longer” UNECE Conference. Within the frameworks of the NGO Forum she was invited to moderate the „Employment” working group and to report at the conference.

13-16 March 2017 Participant in the CSW61 held at the United Nations Headquarters in New York where she introduced the AWCDH at the Hungarian side event titled „Work-life (Im)balance”.

From September 2016 to October 2018 Project manager in the “Be the Change” Project (Boosting entrepreneurship through intergenerational exchange) within the frameworks of the Erasmus+ Strategic Partnerships Program.

16-19 May 2016 Participant - as a Women Deliver Over 30 Scholarship Recipient – in the Women Deliver 2016 conference, the world’s largest global conference on the health, rights, and wellbeing of girls in the last decade and one of the first major global conferences following the launch of the Sustainable Development Goals (SDGs). Almost 6,000 people from 169 countries participated.

January 2016: Founding (Ordinary) member of the European Covenant on Demographic Change.


2015 Substitute Member of the Council of Administration of AGE Platform Europe.

2015 Member of the Thematic Workgroup on Women’s Rights and of the Thematic Workgroup on Older People’s Rights within the framework of the Human Rights Working Group (founded by the Hungarian government with the main purpose of monitoring the implementation of human rights in Hungary).

Between May-October 2014: Member of the National Level Steering Board of the National Smart Specialisation (S3) Strategy

Since 2010 Member of the Employment and Active Ageing Expert Group of AGE Platform Europe

Since 2008 Board member of the Older Women’s Network, Europe

Since 2008 Participation in UN events as a UN-ECOSOC accredited NGO representative incl. CSW meetings in New York

2008-2014 Advisor to the Committee on Employment and Labor of the Hungarian Parliament in the field of “women and equal opportunities”.

2008-2012 Member of the Executive Diversity Council of Diversity Spectrum Corporation.

Presentations:

On 17 June 2019 Presentations titled “Women’s (and Men’s) Career for a Lifetime” at the Seniors’ University of the Széchenyi István University in Győr.

On 11-14 April 2019 Presentations at the Second International Contemporary Woman Festival in Tuzla

On 14 November 2018 Presentation titled “Over Fifties and Over Sixties in the Labor Market” at the HR and PR conference to be organized by the Győr-Moson-Sopron County Chamber of Commerce and Industry.

On 20 June 2018 Presentation “Supporting Older Women’s Empowerment” at the “Knowledge, Rights and Participation - Women’s Approach to Active Ageing in Italy and Europe” Conference in the Hotel Europa, Ancona.


On 9 November 2017 Presentation about the „A sustainable society for all ages: Realizing the potential of living longer“ UNECE Conference at the Meeting of the Thematic Workgroup on Older People’s Rights within the framework of the Human Rights Working Group.

On 22 September 2017 Presentation of the “For Hungarian Women in Hungary and around the World” Program of the AWCDH at the Hungarian Embassy in Lisbon within the frameworks of the women’s forum organized by HE Klára Breuer ambassador.

On 30 May 2017 Presentation at the Conference titled “Working Women” organized at the headquarters of the Trade Union “VDSZ in Budapest.

On 5 May 2017 Presentation at the Women Techmakers Conference at the Budapest University of Technology and Economics.

On 11 March 2017 Presentation of the AWCDH at the Hungarian Embassy's Regional Diaspora Conference in Washington DC.

On 4 October 2016 presentation titled “The Women’s Career for a Lifetime Project of the AWCDH Empowering Older Women” at the “Preparation of the society for demographic change” International conference held at the Best Western Premier Hotel International Brno, organized by the Ministry of Labour and Social Affairs of the Czech Republic Department of Family and Ageing Policy.

On 18 March 2016 presentation titled “Older Women for Older Women - a Hungarian Perspective held at the CSW60 Joint Side Event on “Ageism and Widowhood: A Focus on the Forgotten” in New York at the Salvation Army.

On 23 February 2016 Comments to the issue Women’s Employment at the Session of the Subcommittee for Women’s Dignity of the Hungarian Parliament.

On 24 November 2015 Comments to the issue Older Women at the Session of the Subcommittee for Women’s Dignity of the Hungarian Parliament on older women.


On 4 March in Valetta presentation titled “Role of the Media in Intergenerational Learning” within the framework of the TRAME Conference at the Meeting of the Thematic Workgroup on Older People’s Rights within the framework of the Human Rights Working Group.

On 15 March 2014 meeting, presentation and starting professional cooperation with the Shanghai Women’s Federation (5000 members)

On 2 October 2013 presentation at the Conference of the Federation of Hungarian Metal Workers Trade Union “Vasas”, Women’ Section about the Fields of Cooperation.


On 9 November 2012 presentation on the situation of Hungarian Women for the “GyeongNam Women’s Organizations Leaders Training Abroad” South-Korean delegation.

On 30 May 2012 presentation on the situation of Hungarian Women at the Citibank Diversity Week.

On 25 November 2011 presentation about „Women’s Career for a Lifetime” at the Gerontology Days in Nyíregyhaza, International Conference titled „The Art of Ageing”.

Former Presentations at UN and EU conferences:

2009 in Hong Kong: presentation about the situation in Hungary and across Eastern Europe regarding trafficking in women, children, & specifically in girls at the Conference on Human Trafficking organized by the Anglican UN Office.

2007 presentations at several Hungarian and International Conferences in the fields of Diversity and Women’s Equality including the World Diversity Leadership Summit at the UN in New York, and the European Commission’s Social Integration Conference in Brussels.
OUR SERVICES

• Diversity management and diversity audit
  • Special trainings:
    Diversity, Work / life balance, Women in leadership
    Effective leadership tools for male leaders managing female employees
    On-line trainings
  • Development of competencies
  • Organization of conferences, workshops, study tours
  • Publishing training materials and books
• Hungarian and International Expert, Trainer and Speaker database
• Research and surveys
• Operation and Development of Internet networking
• HR and PR services
**OUR PARTNERS**

**In the UN:**
ILO, WHO, FAO, UNECE, UNESCO
NGO Committee on Ageing Geneva

**In Europe:**
The European Commission Representation in Hungary
EP: Committee on Women’s Rights and Gender Equality (FEMM)
European Institute for Gender Equality (EIGE)
European Economic and Social Committee
Occupational Safety and Health Administration - OSHA
AGE Platform Europe
Older Women’s Network Europe
European Institute for Managing Diversity
Istituto Nazionale Di Riposo E Cura Per Anziani, Inrca
Universita Ca’ Foscarin Venezia
Awó Berlin Spree Wuhle E.V.
Upi - Ljudska Univerza Zalec
Universita Ta Malta
Magyar Asszonyok Ligája (Hungarian Women’s League, Gúta),
Business & Professional Women CR, z.s.
Radio Kameleon Tuzla

**US NGOs:**
INPEA – International Network for the Prevention of Elder Abuse
Women Deliver, Lantos Foundation, and many others.

**In Hungary:**
National Assembly – Subcommittee for Women’s Dignity
Ministry of Human Capacities
Thematic Workgroups on Women’s Rights and on Older People’s Rights within the framework of the Human Rights Working Group
Local Governments
EBH - Equal Treatment Authority,
Hungarian Central Statistical Office
Hungarian Red Cross
Crime Prevention Department of the Hungarian National Police
Hungarian Academy of Sciences
Budapest University of Technology and Economics,
University of Debrecen, Eötvös Lóránd University,
Pécs University
Széchenyi István University
Hungarian Rural Network
Trade Unions
Women’s Entrepreneurial Club of Győr-Moson-Sopron County
Chamber of Commerce and Industry
Large Families Association of Hungary (NOE)
Media
Hungarian Representations abroad
Embassies and Foreign Chambers of Commerce in Hungary
OUR ORGANIZATION

90 members (yearly maximum 5 candidates are awarded membership)

7 board members

Articles Association: www.womenscareer.org

Representation in all regions of Hungary

International representations:
EU and UN, Belgium, Germany, Ireland, Israel, Italy, Netherlands, Romania, Slovakia, Spain, Sweden, Turkey, UK, Ukraine, USA

Chapters:
Local governments, women for sustainability and rural women, Youths and university relations, LLL-Adult Education, Corporate relations and Best Workplace for Women Award, Media, Sport, Culture, Health, Tourism, International Relations

Judith Müller Memorial Committee
GET IN TOUCH WITH:

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WEBSITES:
www.womenscareer.org • www.bestworkplaceforwomen.com
www.hungarianwomen.net • trameproject.net • www.jewishwomen.hu
Szívvel, tudással, törvénnyel az esélyegyenlőségért · Knowledge, Experience and a Passion for Equality
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