



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

**Information received from Hungary on follow-up to the
concluding observations on its ninth periodic report***

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* The present document is being issued without formal editing.



I. Follow-up information on the concluding observations (CEDAW/C/HUN/CO/9)

A. Information relating to paragraph 14 (a)

1. Article XV of the *Fundamental Law* provides in general terms for the prohibition of discrimination and the promotion of equal opportunities. According to Article XV (1) of the *Fundamental Law*, everyone shall be equal before the law and every human being shall have legal capacity. The equality of men and women is also specifically emphasised in the *Fundamental Law* [Article XV (3)].

2. Pursuant to Section 2:1 (1) of *Act V of 2013 on the Civil Code (hereinafter: Civil Code)*, everyone shall have legal capacity: they shall be entitled to rights and may have obligations. Legal capacity is a natural inherent part of human life, the *Fundamental Law* and the *Civil Code* merely declare it, as do many international legal documents. It is universal, equal and unconditional. It is universal because it is granted to all persons without any kind of discrimination. It is equal because no distinction can be made between persons as to the degree of legal capacity. It is unconditional because it is directly declared by the *Fundamental Law* and the *Civil Code*, and its acquisition is not subject to any conditions.

3. According to Section 33 of *Act CXXX of 2016 on the Code of Civil Procedure*, if a person may enjoy and be bound by rights and obligations under the rules of civil law, he may be party to a court action. The legal capacity in a lawsuit is essentially aligned with the legal capacity under civil law, whoever has legal capacity under civil law may be a party to a lawsuit (may initiate a lawsuit, may be sued). Civil lawsuits are a means of the protection of private law interests, which, as mentioned above, is available to all living persons without discrimination.

4. To sum up, starting from the basic principles of the Hungarian legal system, the negative discrimination between men and women in access to justice cannot be interpreted. The *Fundamental Law* explicitly allows the law to apply “positive discrimination” in order to achieve actual equality, if it is justified from a social or biological point of view [Article XV (4) and (5) of the *Fundamental Law*]. The protection of the “weaker party” is also reflected in private legal relationships (Section 4:4 of the *Civil Code*).

5. In view of the above, the relevant legislation does not contain any provisions that would impede women’s access to justice, and in this respect, there is no justification for taking measures in this regard, such as the preparation of studies.

B. Information relating to paragraph 16 (a)

6. In the framework of the *Women, Peace, and Security* (WPS) program, the Member States of the United Nations adopted Security Council Resolution 1325 in October 2000. In line with its international obligations, the Ministry of Defence has developed the *National Action Plan on Women, Peace, and Security* (WPS NAP) for the period 2024–2028.

7. The Minister of Defence approved Hungary’s *National Action Plan on Women, Peace, and Security* for 2024–2028 on July 5, 2024. Following this approval, the government proposal for the WPS NAP was prepared. After internal consultations within the Ministry, the revised document was forwarded for inter-ministerial administrative consultation. Civil society organizations have also been involved in the consultation process, as they have received the document for review and can propose objectives. After the administrative consultation process is completed, the

final document will be submitted to government for approval. The preparation of an implementation plan and resource allocation strategy is currently underway.

8. The plan outlines strategic objectives across four key areas:

- Education and science:
 - The strategic objective is to effectively integrate awareness-raising and consciousness-enhancing modules related to the WPS Agenda into the Hungarian Defence Forces (HDF) and associated educational programs. The plan aims to promote awareness of the WPS Agenda within the Ministry of Defence (MoD) and the HDF. It also seeks to ensure the more direct involvement of the scientific community in relevant research, as well as to facilitate and encourage active participation in and the organization of educational events related to the WPS Agenda.
- Preparation, training, and operations:
 - Strategic objectives include the review and updating of training programs within the MoD and HDF to integrate WPS and equality-related topics into defence, security, and military contexts. The plan emphasizes the further integration of WPS perspectives into operational planning and the execution of exercises, particularly in relation to mission activities. It also aims to strengthen the capacity to prevent and respond to conflict-related sexual and gender-based violence, as well as sexual exploitation and abuse during operations.
- Human resources:
 - Strategic objectives focus on developing guidelines to establish accountability mechanisms for all forms of sexual harassment. The plan includes the employment of equality advisors and officers related to the WPS Agenda within the MoD and HDF. It aims to ensure the continuous promotion of gender equality and balance during recruitment processes. Additionally, it seeks to maintain and update the MoD and HDF's efforts to support work-life balance, taking into account the integration of gender equality for both men and women.
- Equality measures:
 - Strategic objectives aim to ensure that military service is equally accessible to everyone, without gender discrimination. The plan seeks to guarantee gender equality within the HDF, increase the participation of women in Hungarian peace operations, and support the enhanced involvement and representation of women in decision-making mechanisms.

C. Information relating to paragraph 30 (a)

9. Hungary believes in preserving the values represented by a cohesive, peaceful, and democratic society, which is based on the principle that every individual is equal and their inalienable rights are recognized. Therefore, for our country, it is of paramount importance to ensure equal treatment and to promote equal opportunities. This is the reason why the requirement of equal treatment is guaranteed at the highest legal level – in the Fundamental Law – and all forms of discrimination are strictly prohibited.

10. The *Action Plan for Empowering Women in the Family and Society (2021–2030)* outlines several goals for the next nearly ten years, among others, the goal of

supporting the advancement of women into leadership roles in the economic and corporate sectors.

11. The Hungarian Government supports measures aimed at ensuring the full and effective participation of women and their equal opportunities in leadership positions at all levels of decision-making. However, our country does not favor the use of quotas to increase women's participation in political and public decision-making. Instead of mandatory quantitative quotas, we consider grassroots initiatives, the motivation, training, and mentoring of women to be more forward-looking in the long term.

Data on representation of women in different sectors at decision-making levels in 2024¹

12. The proportion of women leaders in Hungary is 40.1%.

13. In the public sector, the proportion of women in leadership positions is particularly high, at 66.1%. In contrast, this figure is 31.7% on average in the for-profit sector, and 55.4% in the non-profit sector.

14. The proportion of women employed in the judiciary is 63.1% and 77.7% in the courts.

15. At universities and scientific institutions (which includes higher education and R&D sectors), the proportion of female employees is 55.9%.

16. In the Hungarian foreign service, the proportion of women in senior leadership positions is lower; however, several Hungarian women have served as ambassadors. Female diplomats are particularly committed to areas such as culture, education, minority protection, and human rights. Hungarian women diplomats have also participated in UN peacekeeping missions and EU security missions. Currently, there are 138 Heads of Mission, of whom 24 are women, and 138 Deputy Heads of Mission, of whom 53 are women. In 2024, a Complex Leader Selection System (abbreviated as KVR) has been introduced for senior leadership positions in healthcare institutions prior to taking up the position. KVR is an IT-supported comprehensive system designed to support and track every step of the leadership selection process. This ensures standardized implementation and automated evaluation for all candidates under identical conditions.

Women leaders in business

17. According to the World Bank's *Women, Business and the Law Index of 2024*, unlike in many parts of the world, the business environment in Hungary is favorable for women. The index evaluates women's status across eight dimensions: mobility, workplace, pay, marriage, parenthood, entrepreneurship, assets (property rights), and pension. Out of a maximum score of 100, Hungary scored 93.8 points, ranking 32nd globally.

18. The Hungarian Micro, Small and Medium-sized Enterprise Strategy (SME Strategy) for 2019–2030 defines the measures and goals that support the development of SMEs. In recent years, Hungary has launched numerous programs and opportunities to support and encourage women to become entrepreneurs. The SEED Foundation for Small Enterprise Economic Development offers a range of services specifically tailored to support women-led businesses across various segments of the entrepreneurial journey, including:

¹ According to the data of the Hungarian Central Statistical Office (KSH) for the period of January–May 2024.

- Helping businesses to level up (e.g., “Level Up Your Business!” program);
- Improving financial literacy (‘Stepping Stone’ Program);
- Offering customized service packages based on individual needs (Pick a Bag! Program);
- Providing access to trainings and workshops;
- Providing mentoring support (under the flagship call GINOP Plusz-1.1.3-24, entitled “Providing Personal Entrepreneurial Mentoring for Micro, Small and Medium-Sized Enterprises”).

Supporting organizations that help women become leaders

19. The government supports the work of several organizations that promote women’s leadership, with the aim of strengthening the female leaders and promoting equal opportunities in society.

20. These include training and mentoring women through the Mathias Corvinus Collegium (MCC) Women’s Public Leadership Training Program, which since its launch in 2018 has aimed to support talented young women who feel the ambition to take on a role in public life, wish to do something for their immediate and wider environment, and are committed to improving the future of their community. In addition to traditional forms of education, the program emphasizes skills development and gaining practical experience. After completing the training, participants typically find employment in public administration, at international organizations, at background institutions, or start their own businesses.

21. WILL Foundation for Women Leaders is currently launching a comprehensive leadership development training program based on domestic and international experience as part of the Women in Leadership League (WILL) Program. The program’s curriculum and methodology have been finalized, and the pilot class, which will start in September 2025, will include participants delegated by several large companies such as MBH Bank, Suzuki, MVM Hungarian Electricity Ltd, as well as Hungarian female entrepreneurs from across the border. In 2024, the WILL Program won first place in the national round of the European Enterprise Promotion Awards (EEPA) in the category of social equality and advanced to the international finals representing Hungary.

Female manager of the year award

22. Female leaders play a key role in creating and maintaining a family-friendly organizational culture. Their influence extends beyond the workplace to society as a whole. It is important to present them as role models to society – and to thank them for their work.

23. One of the specific commitments of the Action Plan for Empowering Women in the Family and Society (2021–2030) is the presentation of the Female Manager of the Year award. The award, established by the Family-Friendly Hungary Center, aims to recognize Hungarian female leaders who contribute to the implementation of a family-friendly approach through their exemplary work.

24. The award was presented for the first time in 2025. The professional judging panel selected four female leaders who competed for the title in a public vote. Based on this, the female leader who received the most votes, Tünde Györi, managing and HR director of Gentherm Hungary Kft., won the award.

25. An important factor in selecting the candidate was their active participation in developing a family-friendly organization, strengthening solutions that support work-

life balance, and credibly representing a people-centered corporate culture as an exemplary leader.

D. Information relating to paragraph 36 (a)

26. In Hungary, abortion is available to women within a legal framework and under appropriate healthcare conditions.

27. The conditions for providing care, including access to induced abortion, are ensured in Hungary. The legal requirements for this are laid down in the following legal regulations:

- Act LXXIX of 1992 on the protection of fetal life;
- Decree No. 32/1992 (XII.23.) of the Ministry of Welfare on the implementation of Act LXXIX of 1992 on the protection of fetal life

28. Women are provided care in all cases. The issue needs to be approached from all perspectives – both from that of girls and women who become pregnant, and from that of the healthcare professionals sworn to protect life and provide healing. It is important to emphasize that in case of high-risk pregnancies or emergencies, when extraordinary circumstances arise, protecting the life of the mother is the top priority.

29. As for church-run institutions, it is their decision whether or not to perform abortions in their obstetrics departments. This offers women the option to choose an institution where no forms of care are provided that conflict with their faith or beliefs. In our country, this applies to only two church-operated hospitals, where obstetricians have, based on their religious convictions, not performed abortions in the past either. Even in the case of these two institutions, a woman may be directed to another institution while being provided appropriate information. The referenced legal provision does not state in general terms that an institution may refuse to perform abortions; rather, it provides a legal basis for institutions that choose not to perform them. This regulation should not be interpreted solely on its own, but in conjunction with professional guidelines and operational licensing requirements. According to operating licenses, obstetrics and gynecology departments are fundamentally required to perform such procedures. A physician may refuse to do so on the basis of personal religious beliefs, but in such cases, another doctor within the institution must be assigned. Therefore, access to induced abortion is guaranteed for all women — with the exception of the two aforementioned church-run institutions.

30. For Hungary, empowering women, promoting equal treatment and opportunities is crucial by taking into special consideration the individual needs and circumstances of every woman, thus ensuring that the rights of women who refuse abortion are also protected.

31. In our view, prevention is of central importance, including improving health awareness among disadvantaged populations. With women's health in mind, it is important to provide knowledge related to sexuality, including sexual education and the development of sexual behavior and culture. A key element of this is starting health education and information dissemination at an appropriate age, preparing young people for responsible relationships and informed decisions regarding their sexuality.