

**ERASMUS+ SMALL-SCALE PARTNERSHIP PROJECT
WOMEN, FAMILIES, CARRIERS - DIGITAL SOLUTIONS IN ADULT LEARNING
INTERNATIONAL CONFERENCE - 28TH JUNE 2023**

**“WOMEN, FAMILIES, CAREERS AND DIGITALIZATION”
IN UN AND EUROPEAN PROJECTS OF THE AWCDH**

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

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THE ASSOCIATION FOR WOMEN'S CAREER DEVELOPMENT IN HUNGARY (AWCDH) FOUNDED IN 2003

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 newfound 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, women in STEM and ICT, 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.

Our partnership with the Family-Friendly Hungary Centre has been established by our cooperation in our CSW parallel events in 2022-2023. With the BPW and the ABWM we worked together on Visegrad projects. (2019-2022)

The Association for Women's Career Development in Hungary (AWCDH) organized the in person Parallel Event at the CSW67 NGO FORUM titled "WOMEN, FAMILIES, CAREERS - DIGITALIZATION IN SERVICE OF WORK-LIFE BALANCE" in cooperation with the Family-Friendly Hungary Centre

Date: March 16, 2023, 8:30 – 10:00 AM EDT

Venue: Church Center for the United Nations (CCUN) 8th Floor

Main patron: HE Dr. Zsuzsanna Horváth, Ambassador, Permanent Representative of Hungary to the United Nations

The CSW67 (2023)

Innovation and technological change

Progress toward gender equality

took place from 6 to 17 March 2023. Representatives of Member States, UN entities, and ECOSOC-accredited non-governmental organizations (NGOs) from all regions of the world were invited to contribute to the session.

Priority theme: Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.

Our goal was to deliver presentations including good Hungarian examples on the topic of Women, Family and Career - Digitalization in the Service of Work-Life Balance. We are pleased that - when participating in the CSW 67 UN event - we could also maintain and develop our international network and to acquire new knowledge and international good practices in the field of education in the digital age for achieving gender equality, the empowerment of all women and girls as well as work-life balance in order to utilize them in Hungary and in the Visegrad countries.

With our event, we fostered confident and critical collective thinking about digital technologies.

The responsible use of digital devices is essential for learning, work, social participation, and indeed, almost all areas of life.

In this context, we showed that in the case of women and families, the digital environment affects all processes and rearranges the roles of women, families and employers, and also promotes faster and more efficient development, for which we provided good examples from the corporate, educational and civil spheres.

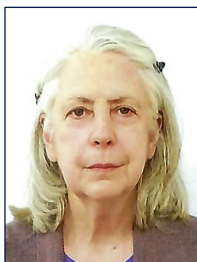
Speakers at the “Women, Families, Careers - Digitalization in Service of Work-life Balance” AWCDH’s parallel event at the CSW67 NGO Forum



Dr. Ágnes Szuromi-Kovács,
Executive Director, Family-Friendly Hungary Centre
“Digitalization from a Family-Friendly Perspective”



Prof. Dr. Márta Konczos Szombathelyi,
Széchenyi István University, Győr, Hungary
*“The Successful Female Employee of the Future.
What Does the Labor Market Expect?
Women’s Talent Management.”*



Dr. Susan B. Somers,
JD, President, INPEA-International Network
for the Prevention of Elder Abuse
*“Digital Inclusion of Older Women,
It Is a Matter of Rights”*

Andrea Ferenczi,
President, AWCDH, Chair
*“A Hungarian Women’s Organization
in the World 2003-2023”*



Ms Kitti Dobi,
Chief Human Resources Officer – CHRO,
MKB Bank – Hungarian Bankholding
*“Employee Lifecycle Programs
from a Generation Diversity Perspective”*



Ms Lynn Gardner Heffron,
Co-President, American Association
of University Women New Mexico
“Empowering Girls in the Digital Age”



CSW67 closing statement: Game-changing Agreed Conclusions for a more equal and connected world for women and girls

Closing statement to the Commission on the Status of Women at its 67th session,
by Ms. Sima Bahous, UN Under-Secretary-General and Executive Director of UN Women

17 MARCH 2023

UN WOMEN EXECUTIVE DIRECTOR SIMA BAHOUS

EXTRACT:

This year's Commission on the Status of Women marks a major milestone. Together, you have set the global normative framework on gender equality, technology and innovation that will shape the lives of women and girls right across the world.

It is your collective commitment, your energy, your vision, your resilience and your patience that has successfully led us to our Agreed Conclusions for CSW67. You have risen to this moment and demonstrated the promise and strength of the intergovernmental space.

Today, you have joined forces to reframe technology and innovation as a powerful accelerator for development, for human rights and for women's rights. You have contributed to shaping an open, safe, and equal digital future for all women and girls.

Congratulations to you all.



Ms. Sima Bahous, UN Under-Secretary-General and Executive Director of UN Women, delivers the closing statement to the 67th session of the Commission on the Status of Women at its 67th session. Photo: UN Women/Ryan Brown

Women, Families, Careers AND Digitalization - Benefits

- Creates new jobs
- Develops women's businesses
- Promotes new skills
- Requires ongoing education
- Increases the competitiveness of women
- Supports their careers
- Helping the economy, society and families to operate during and after Covid

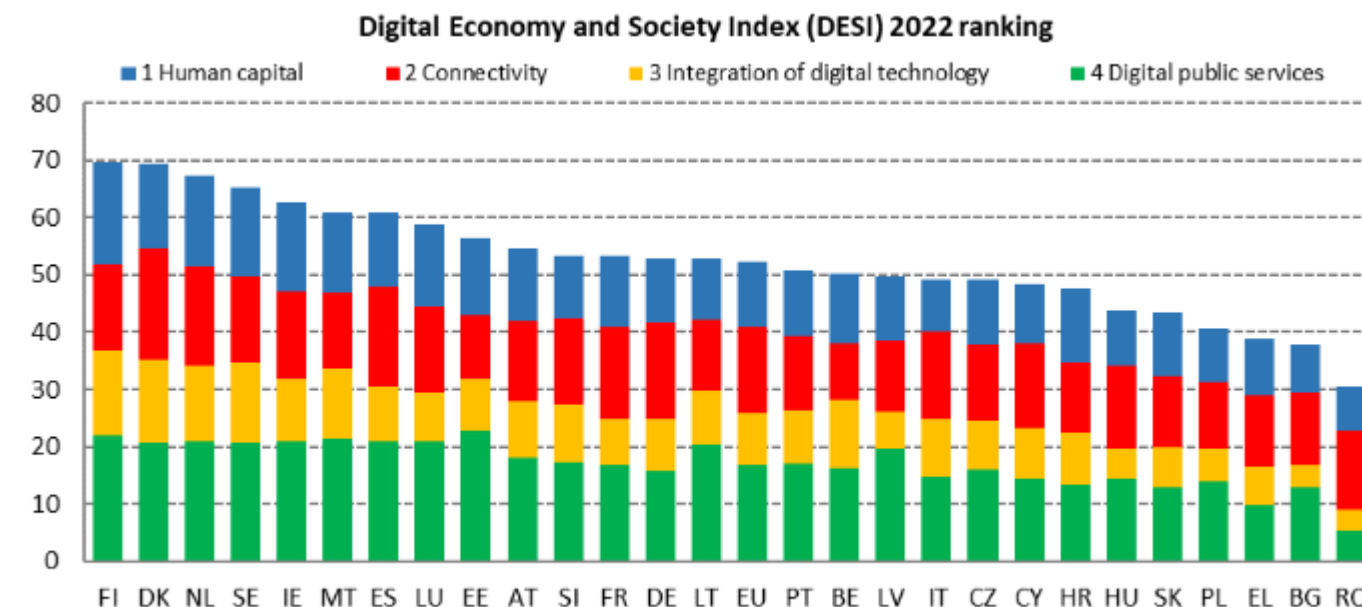
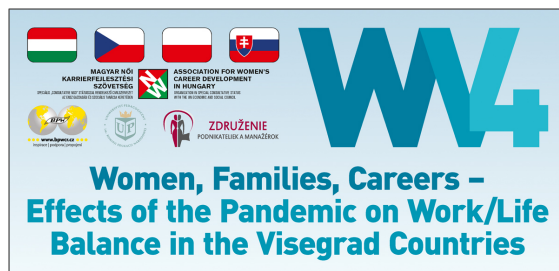


Image: EU Commission



Women, Careers, Families AND Digitalization - AWCDH's Projects



Women, Families, Careers – Effects of the Pandemic
on Work-Life Balance in the Visegrad Countries
October 2021 to April 2022



Best Workplace for Women
Survey and Analysis
2007-2022



Research on Women's Employment, the Family and
Work Balance in the V4 Countries (Czechia, Hungary,
Poland, Slovakia) February to October 2020

Our research and analysis have found that the following processes are changing and strengthening the role of women, especially women with families during and after Covid:

- the growth of innovation and technological change
- acceleration of the digital transition in education
- the spread of digital applications among women with families

The impact of changes in economic conditions on women in the workplace is different from 5 years ago, beyond the aspects of equal opportunities:

- employment of women has become more and more an economic necessity
- the employment of women provides new aspects and new opportunities for the employer and the employee:
employers have found that reconciling work and private-family life is beneficial for the business

**The importance of IT continued to grow at work, which entailed the need for continuous learning and further training.
Attention must be paid to maintenance and development of training.**

Best Workplace for Women Award (founded in 2007)

On International Women's Day 8 March, the AWCDH announces every year (this year for the 16th time) the Best Workplace for Women Competition and Prize as a continuation of the successful initiative launched in honor of the "Equal Opportunities for All – European Year."

The Competition is open to organizations operating in Hungary who fall into one of two categories: 20-250 employees and over 250 employees.

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 and employment of 50+ Women

(Website: www.bestworkplaceforwomen.com)

Results, findings:

- Sustainability
- Our special database regarding women's employment and women's well-being is available as a representative sample reflecting the opinion of more than 24 thousand employees
- We were the first ones to point beyond the need for equal employment opportunities to the economic advantages of making more and more women part of the work force
- In the early period of the Award, the priority for companies was finding fresh graduates, but over time we have learned that it is becoming more and more important to consider the older workforce and young mothers
- Acknowledgement as "best practice" in the European Union
- We inspired others by our initiative.



PARTICIPATION IN SCIENTIFIC COOPERATIONS

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.

Through our Erasmus+ and Visegrad research projects as well as our “Women’s Career for a Lifetime” program we have gained knowledge, experiences and an international network. With our devotion and this experience, we can be a useful partner in the scientific cooperations working on “Age-friendly Digital World” and “Work inequalities in later life redefined by digitalization” (DIGI-net).

So far, we have been involved in 2 COST actions, in which our civil society organization has been accepted, as we provide the gender dimension in the cooperation.

The other one is COST Action No. CA19136 2020-2024 “NET4AGE-FRIENDLY” – International Interdisciplinary Network on Health and Wellbeing in an Age-friendly Digital World.

Areas of interest:

Gender equality, advocacy, employment, entrepreneurship, life-long learning, digitalization, work-life balance, age-friendly environment, ageism.

Activities:

Research, country profile, good practices (Hungary), dissemination through our network.



Our Major Projects 2004–2023



The grid contains 40 posters for various projects and events. Key titles include:

- AWCDH PARALLEL EVENT AT THE NGO CSW67 FORUM
- A MAGYAR NŐI KARRIERFEJLESZTÉSI SZÖVETSÉG PARTNERTALÁLKOZÓJA
- AWCDH PARALLEL EVENT AT THE NGO CSW66 VIRTUAL FORUM
- Women, Families, Careers – Effects of the Pandemic on Work/Life Balance in the Visegrad Countries
- WOMEN IN DEMOCRACY FOR 30 YEARS
- Women, Families, Careers – a Civil Society Forum in the V4 Spirit
- PARTNERTALÁLKOZÓ
- “COOPERATION OF GENERATIONS”
- “BE THE CHANGE” PROJECT
- ACTIVE AGEING. GENERATIONS IN NEW ROLES
- PARTNERTALÁLKOZÓ
- RURAL OLDER WOMEN/WIDOWS: BEYOND POVERTY AND VIOLENCE: PROGRAMS POLICIES
- “KNOWLEDGE TRANSFER – COOPERATION OF GENERATIONS IN THE FAMILY AND AT THE WORKPLACE”
- PARTNERTALÁLKOZÓ
- “WORK - LIFE BALANCE FOR ALL AGES”
- “BEST WORKPLACE FOR WOMEN 2015” AWARD CEREMONY
- “WOMEN, FAMILIES, CAREERS II.”
- “Hungarian-Jewish Women’s Lives”
- INTERNATIONAL COOPERATION FOR WOMEN ABOVE 50
- Rural Women’s Day at the “Just for Women Fair and Expo – Fair and Attention Just for You!”
- European Cooperation for Women Above 50
- “Women for sustainable development – the role of women in rural development”
- The INDIAN SUMMER GATHERING
- HEALTH, BEAUTY, SECURITY Conference
- Women’s Careers for a Lifetime
- WOMEN AT HOME IN THE WORKPLACE AND BEYOND
- “WOMEN’S CAREERS AFTER 40 AND 50”
- “A TRIO FOR GENDER EQUALITY 2010-2011”
- Work and partnering: the UN – ECOSOC and accredited NGOs
- “NŐI KARRIER KORHATÁR NÉLKÜL”
- MARCH FOR EQUAL OPPORTUNITIES
- MARCH FOR DISABLED WOMEN CONFERENCE
- NŐK A POLITIKAI DÖNTÉS-HOZZÁLTALAN - KONFERENCIA
- WOMEN IN POLITICAL DECISION MAKING - CONFERENCE
- Legjobb Női Munkahely Díj
- “Női karrier korhatár nélkül”
- MARCH FOR EQUAL OPPORTUNITIES CONFERENCE
- NŐK A VIDÉKFEJLESZTÉSÉBEN ÉS A KÖZÉLET FORMÁLÁSÁBAN - KONFERENCIA
- WOMEN’S ROLE IN REGIONAL DEVELOPMENT AND PUBLIC LIFE - CONFERENCE

Our Awards:



2006. ÉVI CIVIL SZERVEZETEK AZ ÉRTÉKES ÉLETTÉNYISÉGÉRT
Legjobb Női Munkahely Díj
Női Karrier Utolsó Női Women's Career Lifetime Achievement Award

THANK YOU FOR YOUR ATTENTION!

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