

ERASMUS+ SMALL-SCALE PARTNERSHIP PROJECT
WOMEN, FAMILIES, CAREERS - DIGITAL SOLUTIONS IN ADULT LEARNING
Education Without Limits: Bridging the Gender Gap in IT - Conference

**AWCDH'S PARTICIPATION IN COST SCIENTIFIC
COOPERATIONS.
OUR EXPERIENCES TO SHARE IN THE FIELD OF
DIGITALIZATION**

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PRAGUE, 30TH NOVEMBER 2023

INTRODUCTION OF THE AWCDH

AWCDH IN RESEARCH PROJECTS

EU DIGITAL DECADE COUNTRY REPORTS 2023

COUNTRY REPORTS OF CZECHIA, SLOVAKIA AND HUNGARY

AWCDH'S PARTICIPATION IN COST

COUNTRY REPORTS COST ACTION IN DIGI-NET WG 2

CONCLUSIONS:

EU COUNTRY REPORTS AND COST ACTION DIGI-NET WG 2 COUNTRY REPORTS

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 Business & Professional Women since 2019

started the "Open Women's Entrepreneurship Network" Project (2019) sponsored by the Visegrad Plus Grant
Coordinator: NGO Radio Kameleon (Bosnia and Herzegovina).

We met at the International women's festival held in Tuzla between 11-14 April 2019

Partnership in 2 Visegrad Grant projects

Current Erasmus+ project

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. Since 2007 we have carried out surveys in connection with our "Best Workplace for Women" Award among employers and employees. Our special database regarding women's employment and women's well-being is available as a representative sample based on the opinion of more than 24 thousand questionnaires. (Website: www.bestworkplaceforwomen.com)

EU PROJECTS 2013-2023

Participating in Adult Learning Projects

"Women, Families, Careers - Digital solutions in adult learning" 2023-2024

"Be the Change" Project 2016-2018

Be the Change (Boosting entrepreneurship through intergenerational exchange) project within the frameworks of the Erasmus+ Strategic Partnerships (for Innovation) Program. (Participating countries: Italy – as coordinator, Germany, Hungary, Malta and Slovenia). Within the partnership, MNKSZ was responsible for the research (IO1) and dissemination tasks.

"TRAME" Project 2013-2015

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 with German, Turkish, Irish and Maltese partner organizations.

The AWCDH team of experts carried out research in the field of self-narration and developed a professional handbook for the self-knowledge education program for artisans.

PROJECTS SPONSORED BY THE VISEGRAD FUND

“Women, Families, Careers – Effects of the Pandemic on Work-Life Balance in the Visegrad Countries” (1st October 2021 to 30 April 2022)

Project in V4 Partnership with the Business & Professional Women CR z.s. from the Czech Republic, the Association of Business Women from the Slovak Republic and the University of Krakow from Poland. Within our Project, we examined the impact of the pandemic on four special groups of women (mothers with children, women who are plan a family, women over 50, and rural women), in particular with relation to the labour market. We presented our findings at the multiplying event held in Budapest on 8th March 2022 in hybrid format and in the Research Study incl. recommendations for decision makers.

(Website: www.visegradwomen.net)

“Women, Families, Careers – a Civil Society Forum in the V4 Spirit” (17 February-31 October 2020)

Within our Project we organized a conference in Budapest on 28 August 2020 in hybrid format where we launched a Forum as a V4 Civil Society Initiative to help promote women’s employment. There was particular emphasis on the balance between work and private/family life, with special regard to the values of our region and its sustainability. Our main goal was to formulate Recommendations for decision makers based on the conference and the electronic survey to be conducted between August 24 and September 15, 2020. With this, we also wanted to help to present the opinions and suggestions of the V4 countries on the highly important topic of “Women, Family and Career” in our countries, as well as in the forums of the European Union and the United Nations.

(Website: www.visegradwomen.net)

Europe's Digital Decade: digital targets for 2030

Europe aims to empower businesses and people in a human-centred, sustainable and more prosperous digital future.

Digital Decade Country Reports for the European Commission

The country reports outline how each Member State is doing regarding the Digital Decade cardinal points:

Digital Skills, Digital Infrastructures, Digitalisation of Businesses and Digitalisation of Public Services.

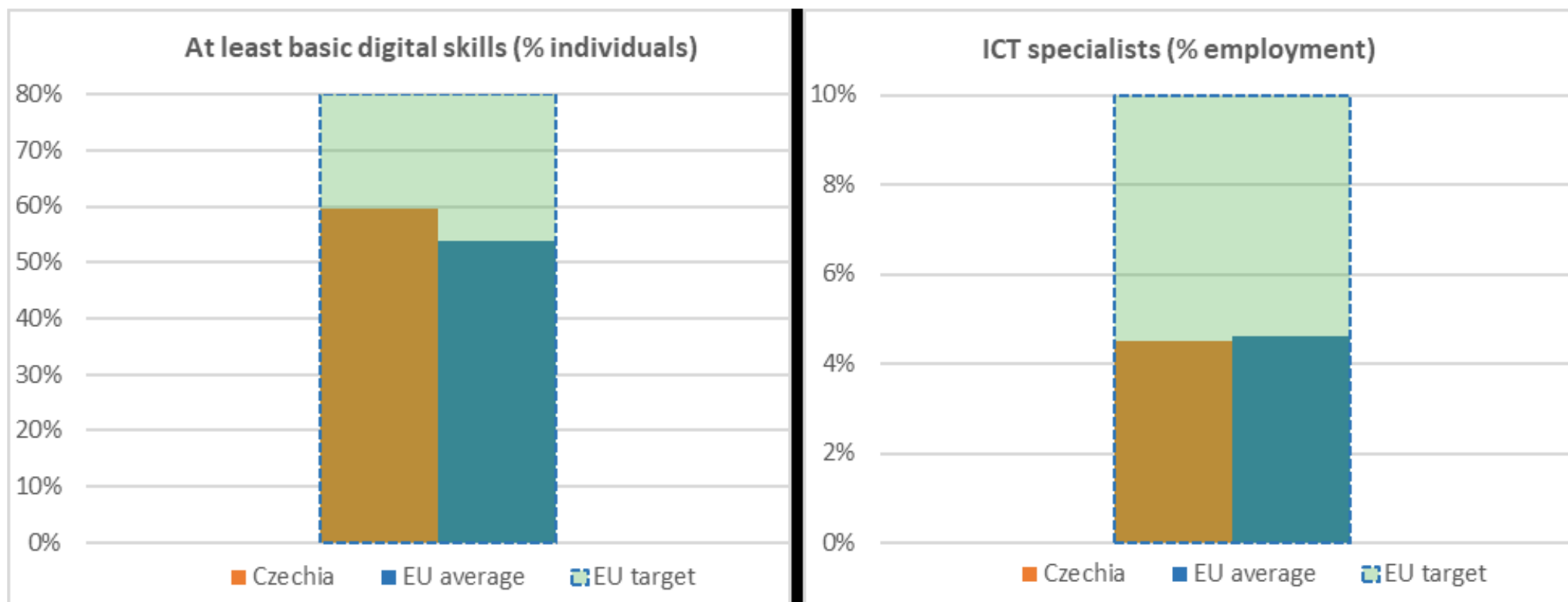
[Country reports - Digital Decade report 2023 | Shaping Europe's digital future \(europa.eu\)](https://europa.eu)

The EU country reports are structured according to the following:

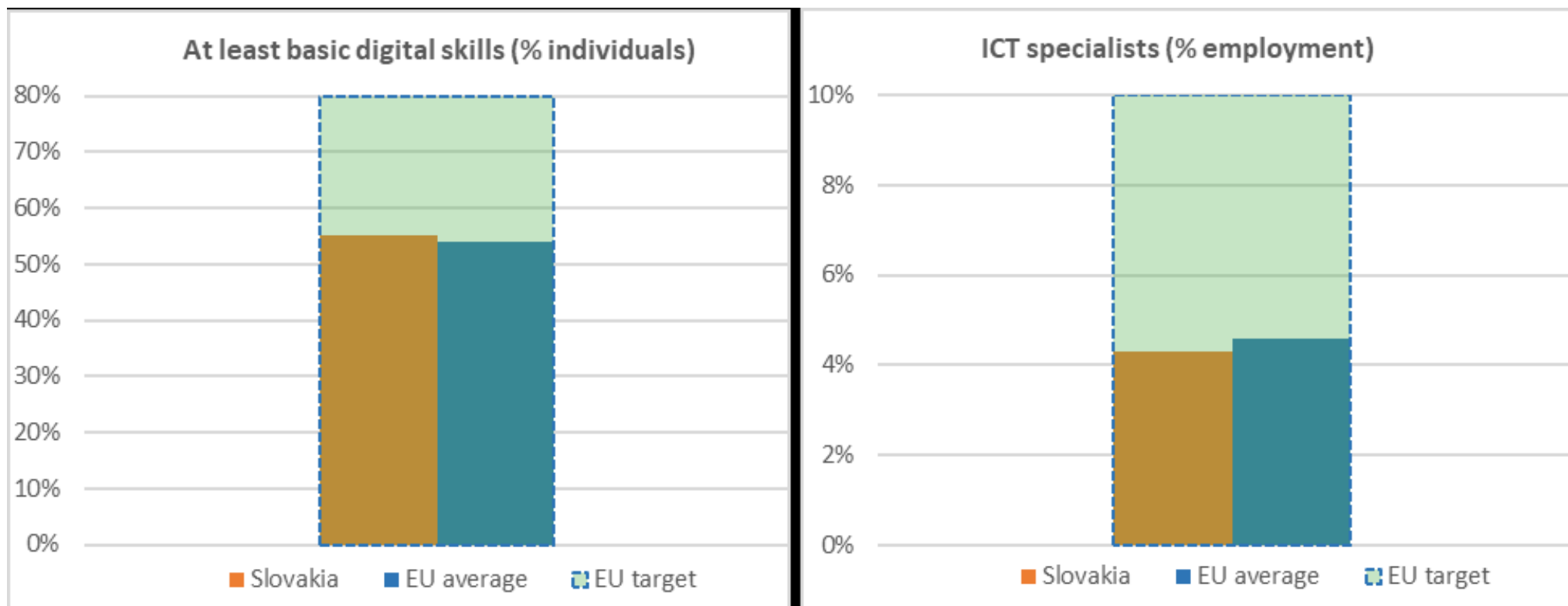
The Digital Economy and Society (DESI) Index

- Introduction
- Digital skills
 - At least basic digital skills, individuals,
ICT, specialist, employment
- Digital infrastructure
- Digitalization of businesses
- Digitalization of public services

Overall, Czechia has made significant efforts in 2022 to enhance digital skills, but those efforts are not yet fully reflected in the indicators.



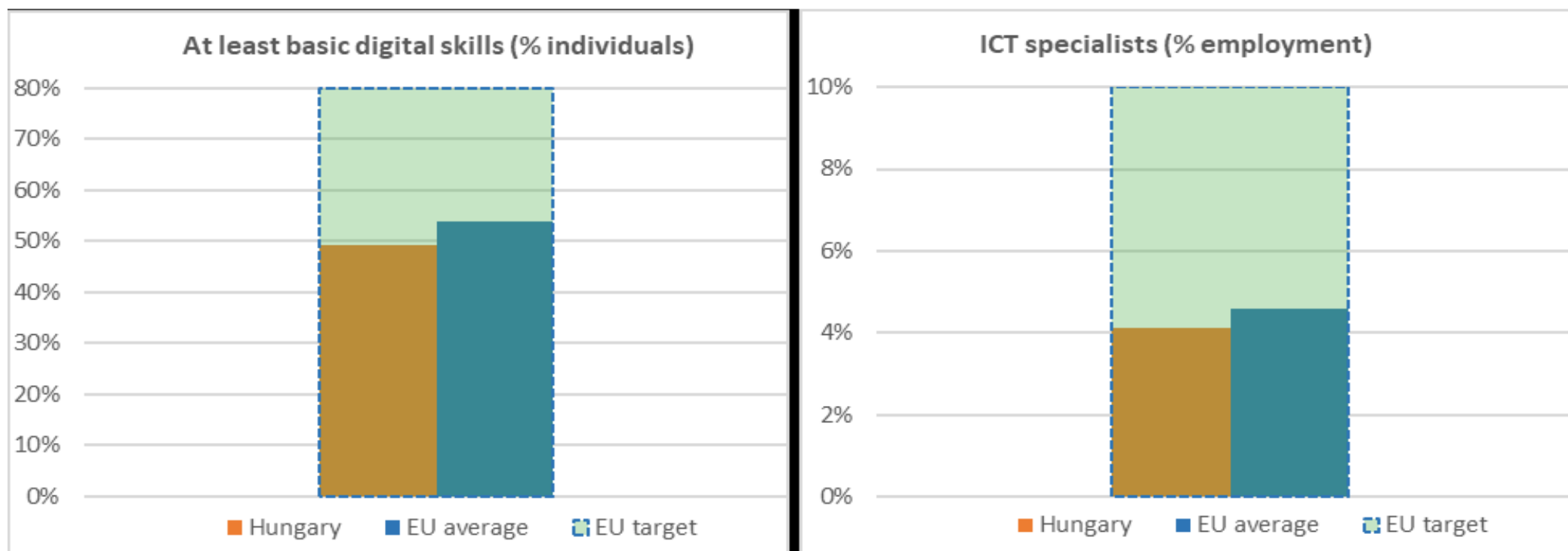
Slovakia scores slightly better than the EU average on at least basic digital skills but below the EU average on above basic digital skills.



On digital skills, Hungary scores below the EU average on relevant indicators.

Hungary's new National Digitalisation Strategy 2022-2030 acknowledges that improvements in digital skills at all levels are essential to enable the digitalization of businesses and public sector.

Hungary is implementing several measures related to digital skills, especially to provide the necessary digital tools, as well as network infrastructure and services



AWCDH has participated in COST (European Cooperation In Science And Technology) Actions Since 2020

Through our references and the “Women's career for a lifetime” program we have gained knowledge, experiences and an international network enabling us to participate in international cooperations. Our tasks as an NGO are representing the gender dimension, coordination with target groups and stakeholders, country reports and comparisons, dissemination through our Hungarian and international collaborations in the UN and EU, utilizing the research results, etc.

At the moment we work in 2 COST Actions:

CA21107 2022-2026 Work inequalities in later life redefined by digitalization (DIGI-net)

CA19136 2020-2024 International Interdisciplinary Network on Health and Wellbeing in an Age-friendly Digital World.(NET4AGE-FRIENDLY).

New actions:

CA22120 2023-2027 Network to leverage the Multi-Age Workforce” (LEVERAGE)

CA22167 2023-2027 Participatory Approaches with Older Adults (PAAR-net)

COST Action No. CA21107 2022-2026

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

AWCDH participation:
in 5 Working Groups, 2 MC



AWCDH members participate in research activities in all 5 Working Groups.

In the Working Group No 2 “Digitalization and Age Culture in Organisations”

WG Leader: Professor Matt Flynn (University of Leicester) who has initiated the country profile research.

Focus on:

Digital technology

Training and development

Age management and older worker

Structure of the country profile report:

1. Introduction: Give the broad profile of digitalisation in your country
2. Impact of digitalisation on businesses
3. Impact of ageing workforces
4. Employer and union responses
5. Employer best practice
6. Conclusion



Summary of the main findings

From the country profiles one slide / country:

- Computers
- Skills match
- Training
- Biggest challenges
- Businesses affected
- Employer responses
- Trade union responses
- Good practice




HUNGARY

Computers: Internet coverage
Skills match: Basic general
Training: Reducing the digital divide

Biggest challenges: Cost optimization, finding profitable
Businesses affected: The entire area of the economy, agriculture, and adult education.
Employer responses: Providing the right work and digital skills
Trade union responses: Support employees to receive digital skills training
Good practice: Projects of the Association for Women's Career Development in Hungary
"Women's Career for a Lifetime" Awareness Program – 2007. Established to point beyond the need for equal opportunities and to highlight the advantages of making more and more women part of the workforce. The program can also adopt. Annual surveys about women's employment and digital skills are available as a representative sample reflecting the opinion of about 1000 managers. <https://bestworkplaceforwomen.com/> **Digital Success** breakthrough in digital developments <https://digitalisioletprogram.hu/>

DIGI-net Working Group 2
Digitalization and Age Culture in Organizations




United Kingdom

Computers: 49% of workers use computers on the job
Skills match: 51% workers have the right skills
Training: 27% of firms train continuously

Biggest challenges: Reduction in formal training; digital divide, especially in terms of education of 50+ population
Businesses affected: Manufacturing, social care, construction are especially affected by the low-skilled equilibrium which restricts adaptation of technology and flat-lines productivity
Employer responses: Digital Skills partnerships at the regional level to tackle skills gaps especially in low skill sectors
Trade union responses: IT Skills Check and Essential Digital Skills Qualification delivered by Unionlearn

Good practice: Digital Skills Partnership



COUNTRY Report Sweden, professor Kerstin Nilsson

Computers: 54% of workers use computers on the job
Skills match: 53% workers have the right skills
Training: 28% of employees have a work that requires continuous training

Biggest challenges: 22% of the employer stated it very difficult and 52% fairly difficult, to find employees with the required skills.
Businesses affected: Problems in both public sectors and private sectors to finding people to recruit and people with the right education vary between different regions in Sweden. In healthcare, school, industry and construction, to name a few.
Employer responses: *Positive:* Digitization brings new opportunities to develop new businesses, and for competence development, competence adjustment and lifelong learning. *Negative:* Some stereotypic negative beliefs that the elderly cannot learn. Lack of competence, if time and conditions are not given for competence development of the staff. Difficulties in setting requirements, which in turn leads to poorly adapted systems, risk to become annoyances and big time-stealers in everyday work and skepticism to new systems. High legal requirements for data security, data protection, etc. make the process of introducing new technology slow.
Trade union responses: *Positive:* Most older workers have developed their skills in step with the company's development and needs, which then strongly contributes to new opportunities and development in their employment. In general, digitalization give a flexibility in the requirements for presence is perceived to be positive. *Negative:* lots of supervision and stressful work environment. If employer has failed to offer and prioritize skills development and if the employee has not requested this, a situation arises where the older employee is not sufficiently qualified for continued work
Good practice: Many companies and organizations offer ongoing training to all employees in the digital tools used at work

DIGI-net Working Group 2
Digitalization and Age Culture in Organizations

HUNGARY

Computers: Internet coverage of households 94% in 2022

Skills match: Basic general digital skills 28% 2021

Training: Reducing the digital divide (training 260,000 older adults in 2021)

Biggest challenges: Cost optimization, finding profitable digital developments, right-skilling

Businesses affected: The entire area of the economy, particularly the manufacturing industry, the electrical industry, agriculture, and adult education.

Employer responses: Providing the right work and digital environment in order to retain the workforce and ensure efficiency

Trade union responses: Support employees to receive the appropriate digital training needed for their work.

Good practice: Projects of the Association for Women's Career Development in Hungary (AWCDH)

"Women's Career for a Lifetime" Awareness Program – since 2009, Best Workplace for Women Competition and Award – since 2007. Established to point beyond the need for equal employment opportunities to the economic advisability and advantages of making more and more women part of the work force and to present good examples that other employers can also adopt. Annual surveys about women's employment and women's well-being (incl. 50+ women). Special database is available as a representative sample reflecting the opinion of about 24 thousand employees and several hundreds of HR managers.

<https://bestworkplaceforwomen.com/>. **Digital Success Programme** *Digital Success Programme of Hungary - A breakthrough in digital developments* <https://digitalisjoletprogram.hu/en/about>

<p>EU country reports</p>	<p>The 16-74 age group includes only one total of data related to digitalization of the EU member states.</p> <p>Specific data on older workers is not available.</p> <p>The country reports of the EU member states have a uniform perspective with a macro approach.</p>
<p>DIGI-NET country profile reports</p>	<p>The COST DIGI-net country profile reports with a special aspect include in the introduction the data specific to the country, the characterization of the enterprises, the attitude of the trade union, and the good practices.</p> <p>The COST DIGI-net country profile highlights in more detail where greater attention should be paid to equal opportunities and the problems.</p>
<p>EU and DIGI-NET/WG2 country profile reports</p>	<p>Both are based on DESI. We can say that the reports can be interpreted separately and present the given country independently. They can be connected to each other. Based on the data of the reports further analysis and research can be prepared according to the specific purpose.</p>

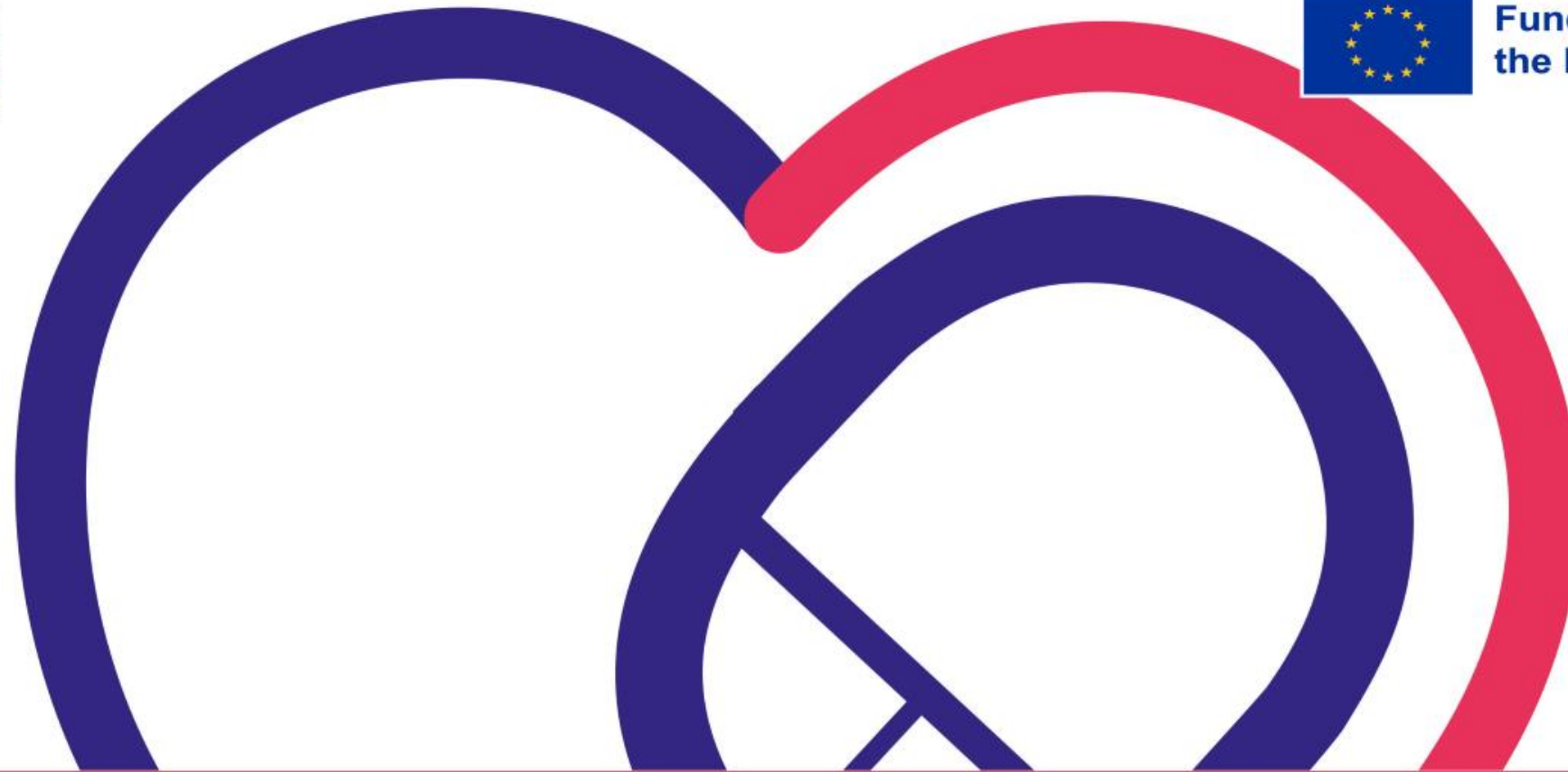
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ASSOCIATION FOR WOMEN'S
CAREER DEVELOPMENT
IN HUNGARY
ORGANIZATION IN SPECIAL CONSULTATIVE STATUS
WITH THE UN ECONOMIC AND SOCIAL COUNCIL
20 YEARS FOR
WOMEN'S EQUALITY

Our Major Projects 2004-2023



THANK YOU FOR YOUR ATTENTION!

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