

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

**LATEST TRENDS IN THE HUNGARIAN JOB MARKET –
THE EFFECTS OF DIGITALIZATION**

DR ÁGNES SZUROMI-KOVÁCS

**FAMILY-FRIENDLY HUNGARY CENTRE
PRAGUE, 30TH NOVEMBER 2023**



FAMILY-FRIENDLY HUNGARY CENTRE

Family-Friendly Hungary Centre

Main role of the Family-Friendly Hungary Centre:

- to support the goal of turning Hungary into a family-friendly country and
- to enhance and reinforce the country's already existing family-friendly attitude.



Family-Friendly Hungary Centre

- So that young adults will have the family they dream of,
- While maintaining a healthy work-life balance,
- And then go on to enjoy a meaningful life at an older age.

OBJECTIVES:

- Assessment of atypical employment solutions in Hungary, with a focus on home office employment and its barriers;
- Work-life balance on the Hungarian labour market;
- Technological vision of companies;
- Preparation for the advancement of digitalization and artificial intelligence (AI);
- The interaction of atypical employment and technological vision.

METHODS – Employees



- Data collection: between October 2022 and February 2023
- Based on a representative sample: all parts of the country, size of municipality, sector, industry, size of business
- Both managers and subordinates
- Database:
 - **Quantitative:** questionnaire survey using smart device: 1 154 respondents (working for a total of 544 employers)
 - **Qualitative:** Telephone interviews: 31 responders

Have there been any changes in the below options due to COVID-19 at your workplace? [%]

	No	Yes
Teleworking	94,0	4,5
Reduced working hours	86,0	12,0
Working from home (home office)	84,5	13,1
Part-time employment (less than 8 hours per day)	76,1	22,9

COVID-19 outbreak has brought only limited change in the form of employment.

Have you worked or currently work from home? [%]

	Before the COVID outbreak	During the COVID epidemic	Currently
No	95,2	91,4	95,0
1-2 days per month	1,5	1,0	1,2
1-2 days a week	1,9	4,0	2,5
Regularly	1,2	3,6	1,1

- On average, 44 minutes are saved every day (transport)
- How do they spend their free time? -> family (78%) -> themselves (72%) -> work (67%)
- Online consultations are as effective or more effective than face-to-face consultations (94%)

HOME OFFICE implications – Employees



- All respondents were satisfied with the way they worked.

EXPERIENCES OF PEOPLE WORKING IN HO:

- It is seen as an opportunity,
- They do not experience work fragmentation,
- They do not experience a higher degree of control from the employer (due to: result-oriented employer attitude).

EXPERIENCES OF THOSE NOT WORKING IN HO:

- Geographical barriers in certain industries,
- Their employer is dedicated to attendance-based work ethic,
- They feel their presence is more effective in their workplace,
- Bad experiences during the pandemic (e.g. lack of smooth communication).

Advantages and disadvantages of HO – Employees



Topic	+ Advantage/- Disadvantage
Presence and effectiveness	<ul style="list-style-type: none"> + No distraction from informal contact with colleagues - Less personal interaction
Infrastructure and costs	<ul style="list-style-type: none"> + Time/cost savings by not travelling - Data security risk
Mental health	<ul style="list-style-type: none"> + Lower stress and fewer external stimuli at home - Isolation
Work-life balance	<ul style="list-style-type: none"> + Increased time spent with family - Distraction caused by household chores

How widespread is the use of new technologies in your company at the moment? [%]

	%
Not present at all, not typical	25,4
Rather uncharacteristic	41,8
Rather typical	27,6
Strongly present, typical	2,3
Don't know/no answer	2,8
Total	100,0

Which of the following new technologies are you currently using in your company? [%]

	%
None	69,1
Machine learning (systems that are trained to do the task)	13,8
Supervised learning (input-output based machine learning), e.g. email spam detection	9,4
Transferable learning (learning a solution to a problem while solving a different but related problem)	6,5
Reinforcement learning (systems taught with positive or negative feedback)	4,4
...	
Total	100,0

The use of new technologies is not common.

How do you rate yourself in the following digital competencies areas?

	Average
Digital communication and social media	3,65
Search systems	3,59
Digital finance	3,56
Digital citizenship	3,43
Digital security	3,32
Using and coordinating digital tools, digital problem solving	3,32
Working in the cloud and digital data management	3,22

Above average digital competencies, but respondents do not rate their own skills as outstanding -> At the same time, expectations are not very high.

Could you imagine your company/organisation using new technologies (robots, AI, automated tools, neural networks) to perform tasks, replacing some of your work with robots? [%]

	%
Yes	11,9
No	83,6
Don't know/no answer	4,6
Total	100,0

Respondents do not expect new technologies to be introduced.

METHODS – Employers



- Data collection: between October 2022 and February 2023
- Representative sample: size of companies (small, medium and large), location, sectoral classification
- Target: both CEOs and HR managers
- Database:
 - **Quantitative:** smart device-assisted personal interviews: 1 099 respondents
 - **Qualitative:** telephone interview: 31 respondents

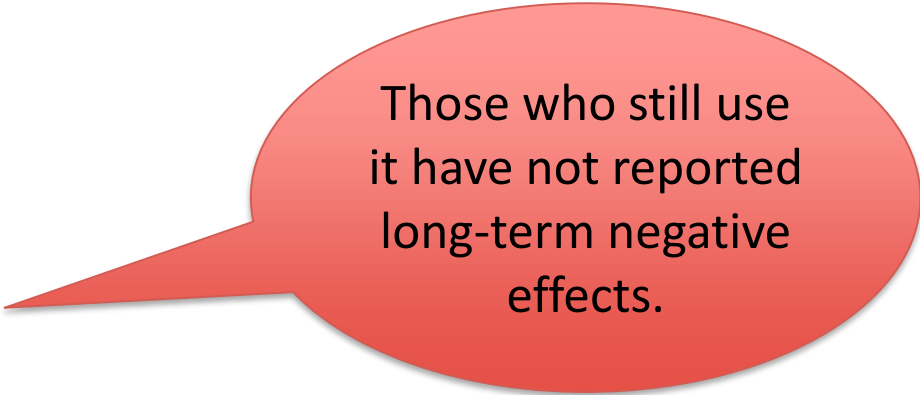
	Average score (1-5)
HO is mainly convenient for the employee	2,39
Work done at home is more difficult to supervise	2,34
HO means cost savings for the employer	2,28
HO means working less than in the traditional workplace	2,27
HO is primarily an HR benefit to recruit and retain employees	2,25
HO is also efficient for the company	2,11
HO is an extra cost for the employer	2,00

- Overall, employers have a rather negative view of the home office phenomenon.
- What are the supposed benefits of working from home? → More than half of the respondents could not attribute any benefits.
- "Non-institutionalised" HO is common - individual ad hoc solutions: working half a day from home or arriving later/leaving earlier if there is work to be done.

- **The new technologies** listed in the questionnaire are not typically used by respondents, **nor are they planning to use them** in the period up to 2030. **Lack of resources**, digital skills development and the costly nature of infrastructure investments prevent firms from applying a higher level/degree of digital technology.
- 25% of firms use machine, supervised, transferable, and reinforcement learning. The least common technologies are: humanoid robots, snake robots, neural networks, load-bearing warehouse robots.
- 40% of firms expect technological developments to bring both positive and negative labour market trends, with **up to 30-40% of current jobs disappearing and new jobs based on new skills being created**. 34% are explicitly pessimistic and only 15% are explicitly optimistic.

- **Features of Home Office:**

COVID-19 has not led to a significant change in the use of atypical forms of employment. Working from home has temporarily increased, but most firms stopped using this solution after the pandemic was over.

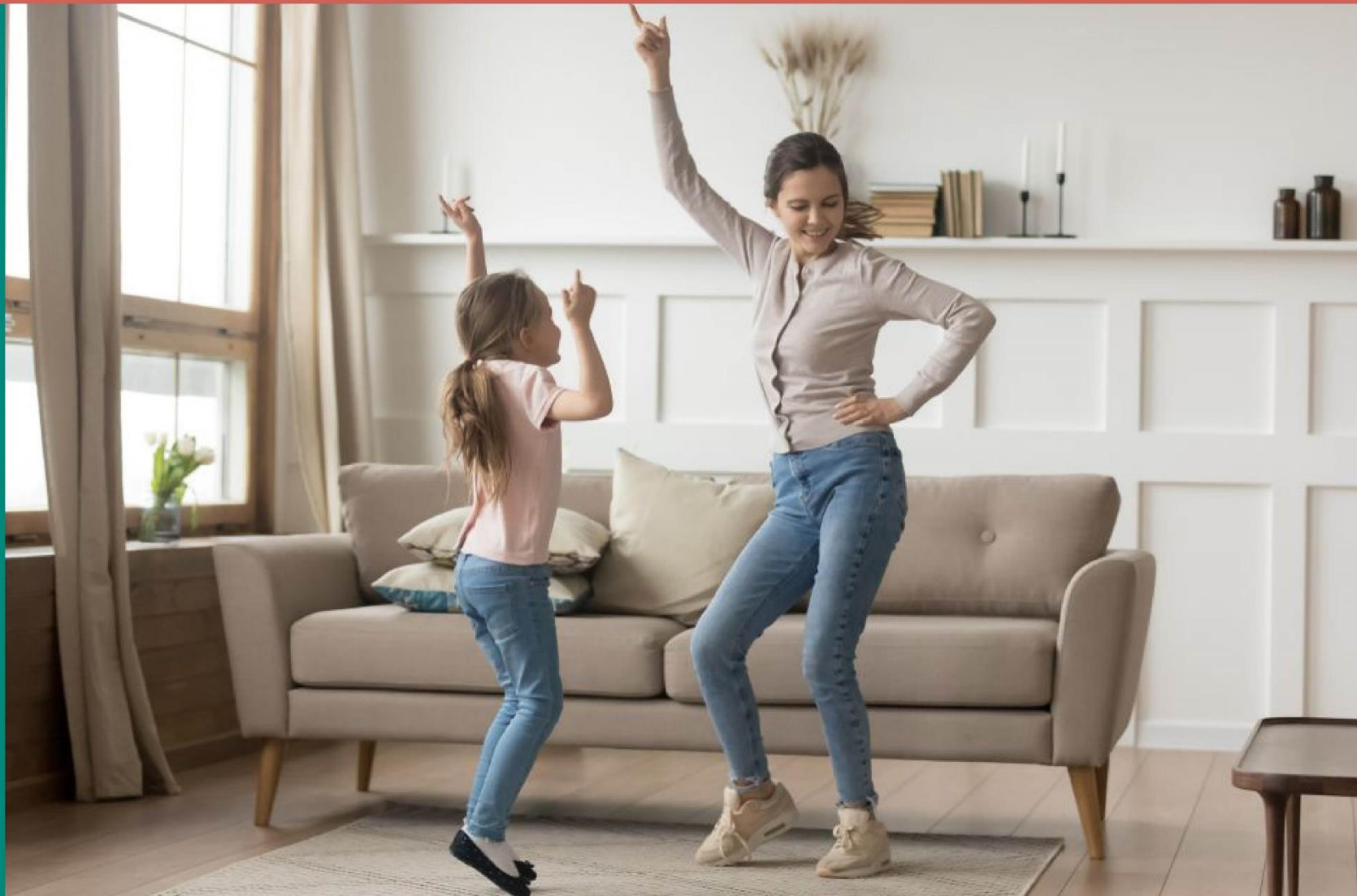


Those who still use it have not reported long-term negative effects.

- **Preparing for the digital revolution:**
- New technologies are not typically used in the workplace. Reasons:
 - lack of resources,
 - lack of development in digital competencies ,
 - costly nature of infrastructure investment (no EU funds, lack of own resources).
- The vast majority of Hungarian firms do not plan any major technological development in the period leading up to 2030.
- The term "*digital revolution*" is familiar. Respondents view it as a process, whereby the working environment is being depersonalized, digitalisation is taking place, robots are replacing human labour, causing high rates of unemployment.
- **Employers think that it is not possible/not worthwhile to replace the work of employees with advanced technological solutions for the time being, because it is either not needed or too costly and innovation-intensive.**



**FAMILY-FRIENDLY
HUNGARY CENTRE**





THANK YOU FOR YOUR ATTENTION!