Work-Life Balance
Hungarian Experiences

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Work and Life – Work or Life?

- Contrast or balance?
- Necessity to be balanced, difficulties in reality
- Individual motivations
  - Different needs, different preferences
  - State’s obligation to support private decision-making
Historical Heritage

- Relatively wide scale of possibilities
- Socialist era (since 1967): full employment
  - Sole employer: the state
  - Low retirement age, long allowances for mothers
- Transition, capitalism: can allowances be withdrawn?
"Life"

- **Social allowances**
  - 0-6 months: 70% of the average salary
  - 6 months to 2 yrs: 70%, max ≈ 460 EUR
  - 2 yrs to 3 yrs: ≈75 EUR
"Work"

- Kindergarten – Ombudsman’s Report 1920/2010 CFR due to lack of places
- Alternative work (part-time, telework)
  - not popular among employers
  - new Labour Code: Equal Opportunity regulations
- Postgraduate courses – Ombudsman’s Report 2477/2012 CFR
To Conclude

- Different aspects, personal decision-making
- Pluralism: state cannot decide instead of the individual
- Support both „life” and „work”
- Life and work not in contrast – be balanced
Thank you for your attention!

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