indicate that 0 per cent of men as opposed to 6–7 per cent of women managers receive parental leave benefits or domiciliary care allowance in the 2010s.

Although data suggest a very high (41 per cent) proportion of women managers in Hungary, the patterns of occupational segregation are also seen. Social norms and roles keep women in feminized sectors and occupations, which are less-paid and in this way they account for some of the gender wage gap in management. Nevertheless the wage disadvantage of female managers, except for a single occupational category, is also conspicuous in a detailed category-by-category comparison. The disadvantage of female managers is reinforced and sustained by the fact that women more often than men are responsible for caring for dependents in the family.

K2.1 Women in science – in Europe and Hungary

VERONIKA PAKSI & DÓRA GROÓ

In accordance with the strategy of the European Union, the share of women in research and development (R&D) has been growing since the millennium; however, the gender gap is only very slowly decreasing. Women accounted for only one-third of the European R&D sector in 2012, and the share of women was even lower in the field of engineering and technology (28 per cent) in spite of a substantial labour shortage. One of the main reasons for the low presence is the significant disadvantages that female researchers still face during their career. A lower proportion of them is able to obtain a job in research or in a field corresponding to their qualifications and a higher proportion of them work under precarious employment contracts, especially in higher education. Although the gender wage gap has decreased since the millennium in R&D, women still received 18 per cent lower wages for the same job in 2012 – which was larger than the wage gap seen in the economy overall. Vertical segregation (the so-called glass ceiling) remained strong, particularly in male dominated professions, despite the fact that the proportion of female heads of higher education institutions and the share of women in decision making bodies significantly improved in that period. Nevertheless, the proportion of female professors in the field of technology did not exceed 13 per cent in 2012 (*EC,* 2013, 2015).

The situation of Hungarian female researchers is less favourable than that of their European colleagues or their male counterparts. Their headcount has increased more slowly than that of men in R&D since the millennium, thus their proportion has been continuously decreasing – currently it does not even reach one-third. Horizontal segregation across sectors (the so-called glass wall) forces women into the low-paid public sector and only one-fifth of them holds a job in the better paid private sector. Although the largest increase in the headcounts of women was seen in technology, their proportion is the lowest in this field (22 per cent) and there is intense movement between the sectors: women typically move from the private to the public sector (*EC,* 2012, 2015). Qualitative research has highlighted that this trend is partly due to striving for a better work-life balance, meanwhile, knowl-

edge-intensive professions also have started to increasingly attract women to the private sector by often offering – beyond higher salaries – more family friendly conditions than the public sector. However, researchers' investments do not necessarily pay off in the other sectors, moreover, work-life balance is still considered as a responsibility of the individual in Hungary, but which women are unable to tackle alone. The career of female researchers with young children thus slows down in both sectors because they have difficulties in accomplishing the crucial elements of a successful career (e.g. international mobility, networking or undertaking decision-making roles (*Paksi et al.* 2016, 2018).

Despite the two-decades-long strategy of the European Union, the above inequalities still designate a less advantageous career in science for women. In order to reduce gender inequalities, an integrated approach to the problem, as well as a targeted policy and social support are needed (*Pető,* 2018, *Nagy–Paksi,* 2014). Some good practices for such an outcome are found in in Hungary. The Association of Women in Science has been working in the civil sector for ten years in cooperation with research and development institutions and experts, and supports the scientific career of young girls through several projects (Girls' Day, Women in Science Excellence Award). Another initiative is the Women in Science Presidential Committee established by the President of the Hungarian Academy of Sciences, which aims to increase the number of female academics, support female researchers at all levels of their academic career and make a research career more attractive. Finally, although it is not obligatory, an increasing number of institutions in the private R&D sector develop and use practice-oriented workplace gender equality and diversity plans (*Paksi et al.* 2018).

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