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**With a Small Child in Our Small Country – An
Analytical Presentation of the Situation of Highly
Educated Mothers in Hungary
– *Social Psychology Independent Study Paper* –**

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ABSTRACT

In my research paper, I explore the situation and role of families with young children in Hungary, with particular emphasis on women with young children.

In my paper, I examine changes in women's position in the labor market over recent decades, outlining the characteristics of the current situation. I also address changes in the division of labor within the family and in gender roles, as well as the various forms in which discrimination against women manifests itself.

In my research, I examine the views of women and men with higher education qualifications on the above-mentioned issues, with particular emphasis on areas where the perspectives of the two genders differ regarding the same question. In addition, I analyze the material from two interviews. These interviews were conducted with highly qualified women who had recently had children and had encountered the very realities that I summarized in the theoretical overview.

Finally, I seek to explore the opportunities and factors that could make the lives of families with young children in Hungary easier and more manageable both today and in the future, thereby helping to ensure that children can be born and raised in our country in a dignified and humane environment.

INTRODUCTION

*„Lasciate ogni speranza, voi, ch’entrare!”
(„Abandon all hope, ye who enter here!”)
Dante Alighieri, La Divina Commedia*

In the course of my research paper, I seek to explore what having a child means today in Hungary for a family in which the mother is highly educated and, as a result, her absence from the labour market entails a significant opportunity cost, both for her individually and for her family. What factors influence decisions about having children? What lies behind the much-discussed fact that women with higher levels of education—whose earning capacity would presumably also be greater—have fewer children than their less-educated counterparts? What impact does the arrival of a child subsequently have on their careers and private lives, and what difficulties do they have to face at the professional, social, and personal levels? I also examine what factors may help them cope with the difficulties associated with the period of childbearing and early parenthood.

My choice of topic is personally motivated: I myself hold a university degree in economics and am the mother of three young children. Since my youngest child has recently turned the “magic” age of three, I am also planning to return to the labour market in the near future. This life situation motivates me to choose this topic for my research paper, as it is not only personally relevant but also highly topical and widely discussed at the societal level.

In addition to my own experiences, the experiences of people around me have also been influential. As an economist, I am in contact with many women who have significant income-earning potential in the labour market, and for whom the decision to have children entails a substantial financial sacrifice over the medium to long term. I have seen tears in the eyes of a woman in a managerial position who sent her one-and-a-half-year-old daughter to nursery because, without her income, they could no longer afford their mortgage payments. I have seen mothers convince themselves that it was not harmful to their child to send them to nursery at the age of one or two, repeating the currently fashionable slogan, “They need socialisation,” while at the same time experiencing continuous inner conflict over whether their decision was the right one. I have seen mothers who, fearing for their careers, returned to work or to their businesses after only a few weeks, while a babysitter cared for their infant. And I see mothers of young children who wage daily emotional battles with themselves, as well as engage in close-quarters struggles with the incredibly overburdened and demotivated employees working in

childcare institutions, while trying to fulfil their responsibilities as employees, mothers, wives, homemakers, caregivers for elderly family members—and who knows what other roles.

These are, of course, examples drawn from a relatively narrow circle, but they are by no means exceptional cases.

Broadly speaking, in my own everyday life I observe the same phenomenon that is reflected in statistics measuring birth rates: highly educated women are having children increasingly later in life and are having fewer children than they would like to have. In other words, the number of births in Hungary is declining, and this decline is particularly pronounced among families with a strong capacity to provide financially for their members (Kapitány & Spéder, 2015)—but I will return to this point later.

Having witnessed these cases, I now understand the significance of a fact I encountered during my earlier studies, namely that “with the birth of the first child, the family’s standard of living decreases by 50%; with the birth of the second child, it decreases by a further 30%; and from the birth of the third child onward, it decreases by a further 20% for each child.” (Dr Zsuzsa Dabasi Halász – personal communication, April 2006.) Obviously, the specific percentage figures are influenced by the prevailing family support system and its changes over time. It is nevertheless undeniable that, both financially and in terms of the human factors involved, the arrival of a child represents a significantly demanding period for the family, and a substantial proportion of these burdens falls on the shoulders of women and mothers. This burden becomes even greater when the mother is highly educated, as the opportunity cost of having a child is consequently higher.

“Abandon all hope, ye who enter here,” we might justifiably inscribe above the imaginary door leading to the arduous path of motherhood—particularly for those women whom fate was kind enough—or perhaps cruel enough (it is merely a matter of perspective)—to allow to become highly educated before having children and, as a result, to occupy a well-paid position in the labour market. Let us therefore take a brief look behind the imaginary door mentioned above and examine what factors make this path more difficult or more straightforward today in Hungary, both for families with young children and, in particular, for women.

THEORETICAL BACKGROUND

The scope limitations of the present paper do not allow me to provide a comprehensive review of the extensive body of literature available on the topic. Instead, I refer to a number of selected studies and writings that I find particularly interesting and relevant, using them as a foundation

for gaining insight into the subject and as a starting point for further reflection. Conceptually, these works provide a basis for the findings of my empirical research.

In selecting the literature, I sought to focus primarily on more recent publications, since changes in women's position in the labour market and their social roles constitute a process that is evolving dynamically in many respects. Furthermore, I primarily focused on research findings concerning the situation in Hungary and Central Europe.

A Brief Historical Overview – or the Path from the Paradigm of “Money Should Be Counted and Women Should Be Beaten” to the Ideal of the Working Woman

In this brief overview, I would like to focus specifically on events of the recent past, with particular emphasis on developments in Hungary. First and foremost, I examine changes in the labor market situation in this context. This is not because I consider this to be the most important factor in the lives of families with young children, but because, in my view, the changes in the situation of women—and consequently of women with young children and their families—as well as the development of the current situation, were primarily driven by economic, labor-market, social, and political transformations. These, in turn, had their consequences and repercussions in the sphere of private life as well.

“In the second half of the twentieth century, significant social and economic changes took place, modifying the structural framework within which women and men made decisions concerning the care and upbringing of their children. A major change was the rise in women's employment rates and the gradual entry of women with young children into the workforce. As a result, the amount of time women devoted to child-rearing and household work decreased.” (Murinkó, 2014.)

According to Schadt and Pató, this “led to the disintegration of the traditional family structure that had prevailed until the middle of the century, and to transformations in women's individual and family life cycles.” (Schadt & Pató, 2014.) Their article discusses the changes—including radical transformations in the education system, labor market, economy, and political ideologies—that, from the 1950s through to the political and economic transition, brought women to the point where they became active participants in the labor market, while their role within the family diminished. (Schadt & Pató, 2014.)

“While during the period of the political and economic transition almost the entire economy collapsed and industry lost its principal markets, the restructuring economy affected the two sexes differently.” (Nagy, 2013.) This situation “drew attention to the indispensable nature of

women's participation in paid employment. Since ... in the early 1990s women's employment rate exceeded that of men, this called into question the breadwinner and provider role assigned exclusively to men, which can be regarded as a positive development from the perspective of women's social equality of opportunity." (Schadt & Pató, 2014.)

Following the political and economic transition, "contrary tendencies also emerged, and ideologies embracing the traditional values of the family became stronger"—although these obviously could not restore those circumstances or that way of life which was "an ideology already considered outdated between the two World Wars." (Schadt & Pató, 2014.)

Having mentioned these more significant historical factors, I would now like to turn to the situation—one characterized by numerous ambivalences—in which contemporary Hungarian families seek to find their place amid the complex interplay of conflicts between the labour market and private life.

Changes in the Labor Market Position of Women with Young Children and Equal Opportunities

Most of the recently published articles I have found that analyze the labor market position of women, mothers, and particularly mothers with young children under the age of six, are, for the most part, rather pessimistic. Several articles focus specifically on opportunities for career advancement into management positions, although, in my view, the period of having children represents a difficult decision not only for women in managerial positions.

I will now summarize the female-specific aspects of the current labor market situation on the basis of an article that presents the key issues in a particularly concise and focused manner. Like many other articles, it addresses the phenomenon of segregation, which remains a pronounced characteristic of the Hungarian labor market. "...women and men work at different levels of management (vertical segregation) and in different occupational sectors and positions (horizontal segregation). ... Segregation in the economic and social spheres is largely sustained by stereotypes and socialization patterns related to gender roles." (Lipták & Matiscsákné, 2016.)

The article also discusses another phenomenon that strongly discriminates against women: the glass ceiling. "The higher we move up the hierarchical ladder, the fewer women we see." (Lipták & Matiscsákné, 2016.) As another form of discrimination, it notes that "in developed industrial countries, women typically receive 60–70% of men's earnings for the same occupation." (Lipták & Matiscsákné, 2016.)

“The double burden is typically characteristic of women and mothers, who are expected to fulfil their responsibilities both at the workplace and within family life. Men contribute less to household work.” (Lipták & Matiscsákné, 2016.)

The article also identifies another significant factor: the gender gap in educational attainment. This refers to “the process which, beginning after the Second World War, moved from initially higher levels of educational attainment among men to the higher levels of educational attainment among women seen today.” (Lipták & Matiscsákné, 2016.) “In 2011, the proportion of women among both those completing secondary education and those with higher education qualifications was considerably higher than that of men, but this does not necessarily mean that they are in a more advantageous position in the labor market.” (Schadt & Pótó, 2014.) In this context, it is also worth noting that “the desire to have children is generally associated with educational attainment: mothers with higher levels of education generally have fewer children” (Kapitány & Spéder, 2015), while the timing of the birth of the first child has also been postponed, perhaps unsurprisingly. What is concerning about this fact is that those mothers who are highly educated and may possess outstanding cognitive abilities and other valuable competencies might, precisely because of these qualities, potentially be more likely to raise offspring who could make a valuable contribution to society.

These are, of course, generalized data, largely based on the results of statistical surveys. It can be seen that it is now possible for women to pursue a career, attain managerial or senior management positions, and generate substantial income through their work—but all of this requires, unfairly, greater effort and entails more conflict than building a comparable career does for a man. “In societies that subscribe to traditional gender-role divisions—as Hungary certainly does—discrimination clearly affects women despite its legal prohibition.” (Schadt & Pótó, 2014.)

All of this does not even mean that every woman wishes to participate in the full range of opportunities offered by the labor market. Clearly, a certain proportion of women are entirely satisfied with traditional female roles and, quite to the contrary, experience participation in the labor market as a burden, often motivated by financial necessity—which is likewise not an optimal state of affairs. This also demonstrates how difficult a task it is—if it is actually possible at all, rather than merely at the ideological level—to establish a social equilibrium that enables living conditions that are at least minimally satisfactory and acceptable for all those involved. Interestingly, the articles I have read essentially interpret women’s absence from the labor market during the period following the birth of a child as a manifestation of discrimination and oppression against women, and support this with a series of statistical data showing, for

example, by how much the employment rate of women with young children falls below the EU average at different points in time, or how much it has increased compared with previous years. However, they make no mention of the fact that this phenomenon is influenced not only by discrimination against women. A very significant factor contributing to women's absence from the labor market may also be that our psychological knowledge concerning infants is developing increasingly rapidly, and this knowledge is increasingly permeating public awareness, particularly among the highly educated. It is as though these articles forgot that infants also have needs. Yet even if the authors of these articles overlook developmental-psychological facts and the physical and psychological needs and requirements of infants, mothers—at least in the best-case scenario—know and intuitively sense, when their baby arrives, that what the little one primarily need is their proximity—for a certain period of time. There is ongoing debate even within scientific circles about precisely how long this period should last, since under certain circumstances there are substantial financial interests at stake in bringing sufficiently qualified and capable women back into the labor market as quickly as possible (while under other circumstances, there may be interests in keeping them out of it). Since Hungarian legislation currently allows mothers to remain with their children for a relatively long period, they do in fact tend to make use of this opportunity.

It is characteristic, however, that at the age of two, mothers with particularly strong earning potential tend to place their children in nursery care, because by that point the level of income provided by the state has fallen to such a low level that it creates serious financial difficulties for the family. I am convinced that, beyond the very real and pronounced presence of discrimination, women also take these factors into consideration when making decisions about when and how to return to work.

In this section, I have discussed women's role in the labor market, while unfairly neglecting the situation of men. From a labor-market perspective, it is certainly worth mentioning that what, in the case of women, means withdrawal from the labor market following the arrival of a young child, in the case of men means increased labor-market participation (Schadt & Póto, 2014). This may be accompanied by a certain degree of anxiety arising from the fact that the responsibility for providing for an entire family rest solely on them, with all the weight and burden that this entails.

Changes in Female and Male Gender Roles and the Evolution of the Division of Labour within the Family

I now turn to the changes that the labor-market transformations—initially driven by economic necessity and political ideologies—have generated in the sphere of private life and family functioning.

“The transformation of social roles has had little impact on the deeply embedded nature of traditional family activities. ... Despite the changes that have taken place at the macrostructural level (the labor market, education), the social environment and everyday life have been and remain full of prejudices and stereotypes, which can serve as the starting point for numerous conflicts in private life. ... While women’s social roles have expanded, traditional role expectations within marriage and the family have changed very little.” (Schadt & Pótó, 2014.) “Reconciling work and private life still presents greater difficulties for women than for men,” Nagy and Paksi report in their 2014 study. “This is particularly true for those who regard their work as a challenge and are much less likely to separate work and private life than those for whom paid employment plays a considerably smaller role in shaping their identity.” (Nagy & Paksi, 2014.)

“An important prerequisite for women’s employment,” another study points out, “is that some of their reproductive responsibilities be taken over by others or institutionalized. ... Alongside the development of daytime childcare institutions, another important prerequisite for women’s employment is the issue of the division of labor within the family.” (Nagy, 2014.)

“The structural economic and social characteristics of Hungarian society favor the traditional division of gender roles. ... Research into household work and childcare generally finds a traditional and rather unequal division of labor within Hungarian families.” (Murinkó, 2014.) She later adds: “Representatives of both sexes perceive their own contribution as greater than that of the opposite sex.” (Murinkó, 2014.) The study then provides a detailed analysis of the extent to which men and women participate in different types of household and childcare tasks, as well as which tasks men tend to prefer.

“Although, in general, reconciling work and private life is a considerably greater problem in women’s lives than in men’s, motherhood represents the real challenge. Meeting the expectations associated with being a good mother, the social expectations attached to motherhood (and never to fatherhood), ... and giving up one’s career define women’s place along the path reserved for mothers (the ‘mommy track’), from which the route back to the traditional career path is very narrow.” (Nagy & Paksi, 2014.) There are highly detailed and in-depth analyses of the specific ways in which the unequal and unfair division of labour within the family between women and men manifests itself, and most authors consequently point to the urgent need for change.

Following these discussions, I found it a genuine relief to encounter writings that sought to shed light on possible solutions for creating a better work–life balance for women and families with young children. Among these, I found mostly articles reporting on good practices applied in the workplace and in the field of human resource management. Examples include part-time employment, flexible working hours, teleworking (home office), compressed working weeks, etc. (Tardos, 2014.), measures primarily implemented by family-friendly workplaces.

These are obviously welcome initiatives, since they are partly responsible for making it possible at all for a woman with a family to participate in the labor market. Relatively fewer articles analyze the opportunities and resources that can be utilized in the sphere of private life, particularly in the Hungarian context. Among these, one noteworthy Hungarian study is a 2016 study entitled *Who Stands Behind the Successful Woman?*, in which the author interviewed women in managerial positions in Hungary. Several of the interviewees emphasized the importance of social support at the individual level, which had greatly helped them in achieving their careers. Among their supporters, they primarily highlighted their husbands, but also mentioned their own parents and children. At the same time, however, they emphasized society's judgmental attitude as a factor working in the opposite direction and making their situation more difficult. The author of the article also mentions the possibility of outsourcing household work, which could also be relatively easily arranged in Hungary—if only it were more widely utilized.

The author further notes that “the interviewees mostly report that work and private life are in balance in their lives,” but they themselves also remarked that the “state of affairs considered to be a balance would hardly be regarded as exemplary by their broader social environment.” (Nagy, 2016.) The frequently discussed issue also emerges here: we are living our lives in ways for which we have no models provided by our parents, and this raises numerous problems and questions.

HYPOTHESES

In conducting my empirical research, I proceeded from the assumption that I would essentially find an overall picture consistent with the findings reported in numerous articles. I further hypothesized that, in certain cases, there would be significant differences in the attitudes, opinions, and evaluations of female and male respondents—that is, that they would assess the same questions differently.

Examples of questions for which I hypothesized significant differences include: the proportion of household work shared with their partner; the division of childcare-related responsibilities; and their assessment of how burdensome the changes in their social relationships and the increase in marital conflicts were following the arrival of a child, as well as changes in their labor-market situation. My hypothesis was that, in these areas, significant differences would be found between the responses of the two groups, i.e. between female and male respondents. For the remaining questions, I examine whether the content of the responses is broadly consistent with the findings presented in the articles cited above.

METHOD

During the study, I developed two electronic questionnaires, one for female respondents and the other for male respondents. In the latter, I omitted the questions that were clearly not applicable to them, while keeping all other questions identical. Using convenience sampling and following electronic recruitment, a total of 44 participants completed the questionnaire, 21 of whom were men. Respondents were not required to answer every question; therefore, if for any reason a participant was unable or unwilling to answer a particular question, they could simply proceed to the remaining questions without difficulty.

In addition, I conducted personal interviews with women with young children who were relevant to the topic, i.e. women with higher education qualifications. Due to time constraints, only two interviews were ultimately conducted, rather than the number originally planned.

1. Research participants

The study involved men and women with higher education qualifications who were living in Hungary and had children, in accordance with the criteria specified in the recruitment call. As part of the interview study, I interviewed two women with higher education qualifications who were living in Hungary and had young children. At the time of the interviews, one of them was on maternity leave, while the other was receiving childcare allowance (GYES). Prior to the birth of her child, one of them had held a managerial position.

2. Materials and Equipment

Participants in the questionnaire-based study completed electronic questionnaires (Appendix 19), while the interview participants discussed the questions included in the attached interview guide (Appendix 19), with ample opportunity for them to elaborate on their own thoughts and experiences. For both the questionnaire and the interview guide, I used the questionnaires and interview guide listed in the bibliography as a starting point and source of inspiration (Drjenovszky, 2009 and Cvianov, 2017).

3. Procedure

I developed and administered the questionnaire electronically, following electronic recruitment and using convenience sampling. I used the online-kerdoiv.com software to create the questionnaire, while the extracted data were analyzed partly using Microsoft Excel spreadsheet software and partly with the RopStat statistical software.

RESULTS

General Description of the Sample

First and foremost, I will analyse the population and sample examined by means of the questionnaire, based on the questions included in the questionnaire. Of the 44 respondents, 23 were women and 21 were men (Appendix 1). The mean age of the respondents who answered this question was 40 years. Within this group, the mean age was 37 among women and 43 among men. The youngest female respondent was 29 years old, while the oldest was 49. The youngest male respondent was 31, and the oldest was 66.

Seventy-seven per cent of the respondents were married, with approximately the same proportion among men and women (Appendix 2).

An interesting finding emerged regarding the educational attainment of respondents' spouses. Among female respondents with higher education qualifications, it was more common for their spouse to have a lower, secondary-level educational qualification than among the male respondents (Appendix 3). It should be noted, however, that among the female respondents, 35% held an MA degree and 65% a BA degree, whereas among the male respondents, 62% held an MA degree and 33% a BA degree (Appendix 4). In terms of place of residence, 47% of the respondents lived in the capital, while 40% lived in a town or city (Appendix 5).

At the time of completing the questionnaire, 63% of the respondents were working full-time (90% of the men and 39% of the women); 43% of the women were receiving GYED/GYES (childcare benefits), and 13% were working part-time. None of the men were on GYES, while 5% were working part-time (Appendix 7).

Detailed Analyses

In the case of both the women and men included in the sample, it can be stated that most had one or two children, with very similar proportions for both sexes: 83% of the female respondents and 86% of the male respondents reported having one or two children, meaning that 84% of all respondents belonged to this group. In contrast, 70% of the female respondents stated that they did not want any more children, whereas only 43% of the male respondents said the same. Of course, it is impossible to know what motivations or factors underlie this difference, and the size and composition of the sample are obviously not representative of the national average. Nevertheless, this is an interesting finding in relation to the sample examined (Appendix 6).

Prior to having children, 70% of the female respondents were employed as salaried employees, and all of them had some form of employment (Appendix 8). When asked whether they had been able to return to their previous employment after having children, 35% of the women who responded stated that they were still at home with their child; 26% had returned to the same position; none reported having been able to return to the labour market in a higher-level position than their previous one; and 22% stated that, for various reasons, they had been unable to return to their previous workplace. They gave the following reasons: they had originally been employed on a fixed-term contract, which had expired in the meantime; the company or position in which they had previously worked had ceased to exist; or there had been no vacant position when they were ready to return. Thus, 30% of the respondents had found themselves in a less favourable labour-market position than before having children. Obviously, this is a small sample, so no far-reaching conclusions can be drawn, but nevertheless, a rather gloomy picture appears to emerge in general terms regarding their labour-market position.

When asked how old their child was when the mother returned to work, the respondents answered almost equally between the ages of two and three (Appendix 9). The response to the question of who stayed at home with the child during the GYED/GYES period is equally telling. In 95% of cases, it was the mother; in one case, someone else; and in another case, both parents—the mother and the father—stayed at home with the child (Appendix 10).

An interesting question is how women and men assess whether having a child leads to a deterioration in a woman's or a man's labour-market position. Statistical analysis of the data using the statistical software was not feasible because, in the case of the men, the variable contained only two values (the relevant RopStat table is included in Appendix 11; note: variable 19.A. concerns the question regarding the deterioration of women's labour-market position, while variable 20.A. concerns the assessment of men's labour-market position; the conditional grouping variable is 1.A. – sex).

Based on analysis using an Excel spreadsheet, it can be seen that there is a difference in the attitudes of the two sexes in both cases. Regarding women's labour-market position, 65% of the women believe that it deteriorates to a great extent after the arrival of their child, whereas only 57% of the men hold this view. Unfortunately, I cannot determine whether this difference in attitudes would be statistically significant if the data could be analysed using statistical software; however, it is clear from the aggregate data that both men and women perceive women's labour-market position as deteriorating; only 2% considered that it did not deteriorate at all.

With regard to men's labour-market position, by contrast, 80% of respondents believed that it did not deteriorate at all following the birth of their child. Here, too, a slight difference can be observed between the responses of the two sexes: 91% of women believe that men's labour-market position does not deteriorate at all, whereas only 67% of men hold this view. Overall, regarding differences in attitudes, it can be concluded that both sexes view their own situation somewhat more pessimistically than that of the opposite sex. (Relevant diagrams: Appendices 12–13.)

The following can be observed based on the responses to questions concerning the division of household work and childcare-related tasks:

Two main tendencies emerge, and these are broadly consistent in the responses of both sexes. Neither household work nor childcare-related tasks are exclusively women's responsibilities. Regarding household work, 43% of men stated that they shared it equally with their partner, whereas only 27% of women reported an equal division. Thirty-eight per cent of men stated that the woman primarily performed the household work in their family, whereas 68% of women assessed the situation as one in which they themselves performed the greater share of the household work.

In the case of childcare, the picture is somewhat more balanced: 45% of men and 48% of women believe that the division of labour between themselves and their partner is equal. Obviously, this could be analysed further by examining precisely how individual tasks are divided between

the two sexes, but this has already been done in several studies preceding my own. What I consider noteworthy is the fact that men now participate both in household work and in childcare, but women's contribution remains greater in both areas. (Appendix 14.)

Sixty-one per cent of the respondents do not employ a domestic cleaner at all, while 70% do not employ a babysitter at all. (Appendix 15.)

The following questions concerned the extent to which respondents experienced the listed factors as burdensome following the arrival of their child. The questions used Likert-scale responses, with "1 – not at all ... 4 – very much" as the response options.

Based on the table in Appendix 16, the mean values for women and men can be seen for each individual response, as well as the aggregate values. Among these questions, I would highlight those that produced noteworthy results for either one or both sexes, i.e. where the mean response was around 3. These were as follows:

Decrease in free time – mean value of 3.25; decrease in time spent on entertainment/hobbies – mean value of 3. A higher result was also found for the increase in expenses, the increase in the amount of household work, and the difficulty of reconciling these responsibilities with work-related tasks.

The final four questions of the questionnaire examined which of the listed factors had made things easier or provided assistance for the respondents. These questions also used a Likert scale, with the same meaning assigned to the responses: "1 – not at all ... 4 – very much."

The mean values of the responses are presented in Appendix 17. For both sexes, assistance from the spouse/partner produced a notably high result. This was followed by the contribution of kindergarten and nursery care, while the lowest-rated source of assistance was the health visitor service.

For these latter questions, I also examined whether there were statistically significant differences between the two sexes in their attitudes towards the questions. For this purpose, I used the RopStat programme and conducted a one-way comparison of independent samples.

The RopStat output is presented in Appendix 18.

The programme identified differences in the following questions:

Question 31 – Deterioration of labour-market position

Question 33 – Increase in marital conflicts

Question 36 – Extent to which the health visitor service provided assistance.

The grouping variable was sex in all three cases.

Regarding variable 31, Deterioration of labour-market position, it can be stated that skewness and kurtosis are not violated, meaning that the distribution follows a normal distribution.

However, the assumption of equality of theoretical variances (homogeneity of variance) is violated; therefore, the value of Welch's d-test must be taken into consideration. This indicates a significant difference between the two means. Thus, with $d(35.9) = 3.439$ ($p = 0.0015$), we can conclude that the responses and attitudes of the two sexes differ significantly with regard to the deterioration of labour-market position.

In the case of variable 33, Increase in marital conflicts, neither skewness nor kurtosis is violated, and the assumption of homogeneity of variance is also met. Therefore, I take the two-sample t-test into consideration, which indicates a slight difference between the responses of the two sexes. Thus, with $t(42) = 1.770$ ($p = 0.0840$), we can state that the responses of the two sexes show a slight difference in their assessment of this question.

In the case of variable 36, Satisfaction with the health visitor service, skewness is slightly violated for the male responses, while kurtosis is not; in the case of the female responses, neither assumption is violated, and the distribution can be considered fully normal. Homogeneity of variance is not violated, nor is normality violated at a statistically significant level; therefore, I take the two-sample t-test into consideration. This indicates a slight difference. Thus, with $t(42) = 2.431$ ($p = 0.0194$), we can state that the responses of the two sexes differ slightly with regard to this question.

Interviews

*„Nessun maggior dolore, che ricordarsi del tempo felice ne la miseria”
“There is no greater sorrow than to recall a happy time in misery.”
Dante Alighieri, La Divina Commedia*

I conducted interviews with two young women. I used the previously prepared interview guide as a reference and support, while making an effort not to become absorbed in my “papers” but rather to allow genuine communication to develop. As a result, the conversation occasionally moved away from the topics strictly outlined in the interview guide; however, emotionally significant statements were less likely to be interrupted because I was constantly looking down at my notes, as I had done in previous assignments. Both interviews were very interesting and rich in content for me.

(Note: I am not sharing the substantive content of the interviews in order to protect the participants' personal rights. The reason for this is that, apart from the statistics practicum, no actual professional practice was provided as part of the practice-oriented, student-friendly

behavioral analyst training program. This meant that, for the purposes of administering questionnaires and conducting interviews, I either had to recruit strangers at my own expense in front of the Tesco store, or ask people from my wider circle of acquaintances who might be personally relevant to the topic to participate. For me, the latter was the more feasible option—and I am very grateful to all my friends and acquaintances who contributed, through individual questionnaire responses and interviews, to my journey towards becoming a psychologist. At the time, I experienced the whole thing as if I were some kind of door-to-door salesperson, except that instead of trying to sell people vacuum cleaners or washing powder, I was travelling around on a “please-please-please, just fill out one more questionnaire” project, relying on the principle of “God bless you for it.”)

...

I feel that both interviews and both stories speak for themselves: this period of having young children is difficult. Perhaps it is not equally difficult for everyone—but it is difficult nonetheless. During this period, families, women, and children are incredibly vulnerable and exposed. That is precisely why it is important that particular attention be given to addressing this life situation, both at the individual and at the societal level.

DISCUSSION

For me, the major question is this: simply because society has changed, is it really necessary to choose between having children, financial decline and persistent conflicts on the one hand, and financial prosperity and a childless lifestyle on the other? What might be the common path—not a perfect one, but one that offers acceptable alternative solutions for both men and women—that men, women and their children could once again walk together under these changed circumstances? **How could we adapt to economic and structural changes and to the dual-earner family model in such a way that having children and raising them in a dignified manner would still remain a viable possibility?**

In this regard, I consider the following areas important as potential areas for development:

One area requiring development is the system and practices of childcare provision. As an increasing number of women work, there will be an increasing need for well-designed public and private childcare institutions—particularly in light of the increase in the number of births in recent years. At present, this area is problematic in several respects. Firstly, nurseries are not

obliged to accept every child. Since the amount of GYES available between the ages of two and three is so low—it still does not reach HUF 30,000 per month even today—it becomes necessary for many families for the mother to return to work, yet her child is not necessarily guaranteed a place in a state-run nursery, as we could also see from the first interview.

Another problem concerning childcare institutions is that they are not prepared to accommodate the significantly increased number of children resulting from developments in recent years. Neither the appropriate infrastructure nor the necessary human resources are available, and consequently, in many cases, children are cared for in very large groups by extremely overburdened childcare workers and educators.

A significant problem in this respect is also that private institutions charge very high fees. It would also be desirable to improve access to babysitting services and to establish a centrally—potentially state—regulated system for the registration and placement of babysitters in Hungary. Based on experience, mothers who use such services also face considerable difficulties in this area, although relatively few currently make use of them, as is also evident from the questionnaire results.

The situation could likewise be simplified if companies had on-site childcare facilities where mothers could even visit their children during the day—instead of taking a cigarette break—while continuing to work.

I have listed several practical factors, but it is equally important not to overlook the fact that, in many cases, outcomes depend on human factors and attitudes. For this reason, during this period (pregnancy and infancy), it would be beneficial if, alongside the health visitor—or perhaps partly in their place—qualified psychologists or counsellors could support families. This could alleviate a considerable amount of psychological burden.

I have highlighted only a few areas here—those which, based on my own experience, I consider to be the most important—but there are many other possibilities through which this period could and should be supported, and only some of them are financial in nature.

SUMMARY AND OUTLOOK

Overall, it can be stated that numerous changes have taken place in the lives of families over the past years and decades, fundamentally transforming our habits and value systems—and these changes are still ongoing. Consequently, families face an increased number of difficulties during the period of having and raising children. In order to prevent a further decline in the

number of births and to ensure that the children who are born can eventually grow into healthy and valuable adults, it is certainly worth devoting particular attention to this period.

Numerous articles have already been written that review international experiences and best practices, particularly those from Western Europe, and these can indeed provide valuable insights. Nevertheless, I believe it would also be worthwhile to further examine and explore positive experiences and concrete potential solutions within Hungary. It would be worth paying attention to families who somehow manage to reconcile work, private life, and having children, and to explore how they are able to achieve this within the Hungarian cultural, social, and societal context. It would be worthwhile to identify and showcase families who, in this respect, could serve as examples for the wider society.

SELF-REFLECTION

As I mentioned in the introduction, I am strongly personally affected by the topic due to my current life situation, and therefore my emotional involvement is clearly substantial—which I hope does not cross the line into being blinded by my own perspective. This active personal involvement obviously makes it more difficult to approach the topic rationally and from the perspective of an outside observer; at the same time, it is precisely this involvement that makes the topic particularly interesting to me.

This was especially apparent during the two personal interviews. I was able to find two young women within my wider circle of acquaintances who were open to being interviewed. I had basically believed that both of them lived well and under stable circumstances. Once again, it had a profound impact on me to gain a glimpse into what lies “behind the scenes.” This was not the first time I had experienced something similar; practically every assignment involving a personal meeting, interview, or taking an anamnesis has repeatedly brought me face to face with psychological burdens that genuinely shocked me—discovering what lies behind the smile, and how much suffering can be concealed there. Obviously, because this resonated with my own life situation, what I heard affected me perhaps even more deeply.

As far as my own situation is concerned, I found it particularly beneficial that, in preparation for my workshop paper, I had the opportunity to read about women’s position in the labour market, HR solutions, and good practices in the workplace. I was able to take stock of the obstacles lying ahead of me and the pitfalls to be avoided, which also gave me an opportunity to consider possible alternative solutions in relation to my own life situation.

As regards the professional aspects of my workshop paper, I encountered two difficulties while completing the practical part of the work. One was that I have been on parental leave for such a long time that the number of people with whom I maintain active, ongoing contact has decreased considerably. As a result, even recruiting the minimum number of 20 female and 20 male respondents required for the workshop paper proved difficult, particularly in the case of male respondents.

Another difficulty was that I had never previously created an electronic questionnaire, so there is still room for improvement for me in this area. I did prepare a pilot questionnaire in advance and tested its functionality on a small sample; nevertheless, I believe that with greater technical proficiency, this part of the task could have been handled more effectively and elegantly. For example, in retrospect, I can see that it was unnecessary to create separate questionnaires for men and women, since there is an option for respondents simply to skip certain questions. In the present case, however, I have no other option than to incorporate this experience into my learning and, next time, use what I have learned from my mistakes to complete a similar task to an even higher standard.

*„Tre cose si sono rimaste del paradiso: le stelle, i fiori, e i bambini.”
“There are three things left to us from Paradise: the stars, the flowers, and the children.”
Dante Alighieri*

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APPENDICES AND SUPPLEMENTS

(I'm leaving out the attachments for now as well – because they're all statistics... In Economics, some of our professors used to say: There are little lies, there are big lies, and then there are statistics...

Ohhhh, but I do apologize for daring to express an opinion on the subject of statistics! Well, the professors told me during my humanities-based Behaviour Analysis training that I don't understand this subject. And ever since my Behaviour Analysis BA final exam, I've known that I can only count even my own toes with the assistance of a Psychology MA student (obviously, I'm not talking about free assistance here); without such help, I certainly wouldn't undertake anything like this, because I now know that I'm simply incapable of it... Let's believe them – after all, they must know what they're talking about... I'm simply not good enough at mathematical statistics to become a psychologist, let alone, ad absurdum, a family therapist, so I'll leave that expertise to Hungarian family therapists and social psychologists.

And I would encourage everyone reading this piece to feel free to turn to any Hungarian family therapist or behaviour analyst with questions concerning mathematical statistics. I cannot guarantee that the calculation will be flawless (by an economist-mathematician's standards), but at least it will be expensive... Especially if someone attempts to "treat" your relationship problems with a Kolmogorov test, as used to be customary at Károli. Ahem...)

Károli Gáspár Református Egyetem – Bölcsészettudományi Kar
Pszichológiai Intézet

Műhelymunka értékelő űrlap (témavezető tölti ki)

FIGYELEM! A hallgató kötelessége a műhelymunka értékelő lap eredeti példányát megőrizni, mivel portfólió jellegű szakdolgozatába be kell kötnie!

Szerző: Laskay Barnabás Lászlóné	Témavezető: Szummer Csaba/Bérdi Fruzsina
Cím: Kisgyermekkel kis hazánkban – a magasan képzett anyák magyarországi helyzetének elemző bemutatása	Műhelymunka típusa: Rész / Teljes (aláhúzandó)
	Érdemjegy: jeles / 5 betűvel/számmal

A rész-műhelymunka rövid értékelése:

(Összefoglaló vélemény arról, hogy végezte a hallgató a kutatási, gyakorlati feladatát.)

A teljes műhelymunka értékelése:

(Témaválasztás, szakirodalmi alapok, hipotézisek, módszerek, eredmények, következtetések értékelése. Az elért legfontosabb eredményeket és az esetleges hiányosságokat tömören, a további szakmai fejlődést célul tűzve fogalmazza meg.)

A témaválasztás releváns volt, a megadott kutatási témának megfelelt. A dolgozat a formai követelményeket maradéktalanul teljesítette. Szakmailag megalapozott, jól felépített munka, ami szakmai és külsős olvasók számára is hasznos információkat fogalmaz meg.

Etikai és szakmai szempontból jól felépített saját kutatás, megfelelően megfogalmazott eredményekkel.

Kelt: Budapest, 2018 év január hó 24 nap


.....
Témavezető aláírása

No: 68-GT/2007.

DIPLOMA

This diploma has been awarded to Szilvia Tünde
Sebestyén, born in Miskolc (town),
BAZ. (county) Hungary (country)
on 29 (day) December (month) 1982 (year), who
fulfilled his/her university obligations from the academic year 2001/2002
to the academic year 2006/2007 at _____
the University of Miskolc
Faculty of Economics
Specialisation in Business Economics.

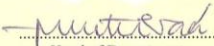
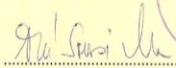
On the basis of the decision of the Final Examination Board dated
6 (day) June (month) 2007 (year),
he/she is hereby declared _____
Economist, M.Sc. in BE.

Grade of diploma: good

Miskolc 6 June 2007.

Miskolc 6 June 2007.

Chairman, Final Examination Board Rector (Dean)

UNIVERSITY OF MISKOLC FACULTY OF ECONOMICS SUPPLEMENT TO DIPLOMA NO 68 -GT/2007. This supplement has been granted to Szilvia Tünde Sebestyén born on 29 (day) December (month) 1982 (year), who complied with his/her academic duties in the specialisation of Business Economics in the academic year 2006/07 He/She completed his/her studies at the speciality of Human Resources This supplement is valid only in conjunction with the Diploma of the above number. Dated: Miskolc, Hungary, the 6 June 2007 L.S.  Head of Department GTK - 64 /2007. OM azonosító: FI 87515 	UNIVERSITY OF MISKOLC FACULTY OF ECONOMICS SUPPLEMENT TO DIPLOMA NO 68 -GT/2007. This supplement has been granted to Szilvia Tünde Sebestyén born on 29 (day) December (month) 1982 (year), who complied with his/her academic duties in the specialisation of Business Economics in the academic year 2006/07 He/She completed his/her studies at the speciality of Management This supplement is valid only in conjunction with the Diploma of the above number. Dated: Miskolc, Hungary, the 6 June 2007  Chairman. Final Examination Board  Rector GTK - 64 /2007. OM azonosító: FI87515 
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P81 C 048625

Certificate Number: MA-3248/2022
Institution Identification Number: FI44189
HUQF Level: 7
EQF Level: 7

DEGREE CERTIFICATE

It is hereby certified that

Szilvia Tünde Sebestyén

(born Szilvia Tünde Sebestyén, on 29 December 1982 in Miskolc, Hungary) having completed
an approved master's degree programme and fulfilled the academic requirements of the

**Károli Gáspár University
of the Reformed Church in Hungary**

was duly admitted to the degree of Master of Arts in Psychology and has qualified as a(n)

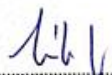
Psychologist with an MA degree.

The duration of the programme of study was 4 semesters.

Overall classification of the qualification: **Excellent.**

Budapest, 20 June 2022




Dr. habil. Géza Horváth
Dean

Clause: The bearer of this certificate fulfilled the requirements of the **Specialization in Clinical and Health Psychology** specialisation.

Budapest, 20 June 2022




Dr. habil. Géza Horváth
Dean

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A. Tű: 3000/MA r. sz. - 2001084 - Pátria Nyomda Zrt.
Látta: OH részéről dr. V. R. 2020. IX. 30.

This is to certify that

Sebestyén Szilvia Tünde

has successfully completed CID' Integrative Core Dynamics training in integrative body oriented psychotherapy and personal development with more than 880 hours of program. The training included self-awareness work and preparation for ICD therapeutic work, addressing the physical-emotional-cognitive-spiritual levels as well as the level of intention, in the form of lectures, exercises and individual sessions.

We hereby give this certificate with an expectation to use this knowledge and skills within her therapy practice with the integrity, dignity, humility, love and decency.

April 5, 2025
Budapest, Hungary

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Index száma: 2984E


MPE elnök aláírása

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Születési hely, idő: Nükölk, 1982. 12. 29.

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NEV: SEBESTYÉN SZILVIA Tünde

Alapvégzettség: OKLEVELES
PSZICHOLÓGUS

Szint: BA/MA MA

Oklevelet kiállító intézmény: KAROLI
GÁSPÁR REFORMÁTUS EGYETEM

Oklevél száma, kelte:

Szakoklevél:

Oklevelet kiállító intézmény:

Oklevél száma, kelte:

Szakoklevél:

Oklevelet kiállító intézmény:

Oklevél száma, kelte:

Pszychodráma minősítések rövidítése:
 PD A: pszichodráma asszisztens
 PD V: pszichodráma vezető
 PD PT: pszichodráma pszichoterapeuta
 K V: kiképző pszichodráma vezető
 K PT: kiképző pszichodráma pszichoterapeuta
 K V SZ: kiképző pszichodráma vezető szupervízor
 K PT SZ: kiképző pszichodráma pszichoterapeuta szupervízor

NEV: SEBESTYÉN SZILVIA Tünde

MPE CSOPORTOK

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 Pozíciószám: 1472

Pszichodráma önismereti csoport II.
 Pozíciószám: 1563

Képzésbe lépési díj befizetésének igazolása:

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 dátum aláírás

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 Pozíciószám: Szerződést kötött:
 Képzésbe lépési díj befizetésének igazolása:

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 Pozíciószám: Szerződést kötött:
 Képzésbe lépési díj befizetésének igazolása:

.....
 dátum aláírás

NEV: SEBETTYÉN SZILVIA TENDI

ÖNISMERETI CSOPORT I.

A csoport ideje: 2021. 03. 2022. 12. 8. -ig

Óraszám: 150 Pozíciósám: 1472

Hiányzás órászáma: 0

Az önismereti csoport elvégzését igazolom.

Csoportvezető neve: KISS GYÖRGY LÁSZLÓ

Minősítése: KIKÉPZŐ PSZICHOL. VEGZŐ

2024. 11. 22. KISS GY. LÁSZLÓ
 dátum aláírás

Csoportvezető neve: KISS GYÖRGY LÁSZLÓ

Minősítése: PSZICHOLÓGUS VEGZŐ (1620)

2024. 11. 22. [Signature]
 dátum aláírás

NEV: SEBETTYÉN SZILVIA TENDI

ÖNISMERETI CSOPORT II.

A csoport ideje: 2022. 01. 15. 2022. 12. 8. -ig

Óraszám: 150 Pozíciósám: 1563

Hiányzás órászáma: 0

Az önismereti csoport elvégzését igazolom.

Kiképző neve: KISS GYÖRGY LÁSZLÓ

Minősítése: KIKÉPZŐ PSZICHOL.

2024. 11. 22. KISS GY. LÁSZLÓ
 dátum aláírás

Csoportvezető neve: ZAKARI BARBARA LÉNA

Minősítése: PSZICHOLÓGUS VEGZŐ

2024. 11. 22. [Signature]
 dátum aláírás





Tanúsítvány sorszáma: T/2022/158641-1

TANÚSÍTVÁNY

Sebestyén Szilvia Tünde

(születési családi és utóneve: Sebestyén Szilvia Tünde, születési helye: Miskolc, születési ideje: 1982.12.29., anyja születési családi és utóneve: Fügedy Mária Cecília)

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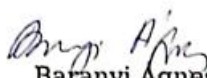
2022.05.02. és 2022.05.25. között 30 órá

Tranzakció alapú coach

megnevezésű képzésen részt vett, és a képzést elvégezte.

A tanúsítvány szakképesítést és szakképzettséget nem tanúsít. A tanúsítvány munkakör betöltésére nem, tevékenység folytatására jogszabályban meghatározott esetben jogosít.

Kelt: Budapest, 2022.05.25. napján.


Baranyi Agnes
oktató

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Tanúsítvány sorszáma: T/2022/256053-1

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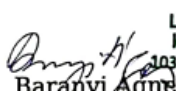
2022.07.04. és 2022.08.09. között 40 órás

Holisztikus gyermek coach

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